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ABSTRACT

The status of personnel systems at 370 public and private colleges in 1985 is described, based on a College and University Personnel Association survey. Responding schools were classified as two-year, four-year, universities (doctoral-granting institutions), and other (law, medical, and theological schools). For each institutional classification, information is provided on personnel modules and the type of system used to maintain the information (manual, word processor, microcomputer, or mainframe). The personnel modules include appointment history, applicant retrieval, payroll, position control, specific types of benefits, affirmative action, job evaluation data, salary surveys, skills inventory, and labor relations. For each type of school, the type of microcomputer is indicated as well as software used, applications, and year of application development. Also covered are the type of mainframe system and date acquired and vendor products and user level of satisfaction. Appended are lists of responding colleges and universities by institutional classification and state. (SW)

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Personnel Systems Survey Standard Report

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PERSONNEL SYSTEMS SURVEY
STANDARD REPORT

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**PERSONNEL SYSTEMS SURVEY
STANDARD REPORT**

**MANAGEMENT INFORMATION
SYSTEMS COUNCIL**

INTRODUCTION

In the spring of 1985, the CUPA Management Information Systems Council conducted a Personnel Systems Survey of higher education institutions. The survey covered a wide range of topics, such as applicant retrieval, appointment history, benefits (sick leave, vacation leave), position control, labor relations, skills inventory, payroll, mainframe computers and their usage, word processors, software, vendors, and user level of satisfaction.

Three hundred and seventy usable responses were received for this survey. Public institutions accounted for 61.2 percent of the responses, 38.8 percent of the responses represented private institutions. Data are reported according to 2-year colleges, 4-year colleges, University, and Other categories.

This report describes the status of personnel systems in higher education. Information is organized by percentage of affirmative responses into areas of topical interest:

Personnel Modules (categories of information such as appointment history, applicant retrieval, position control, benefits) being maintained by personnel units

The Module/System (manual, word processor, microcomputer, mainframe) used to maintain that information

Microcomputer data (type, software used, and applications)

Mainframe (type, date acquired)

Vendor products and user level of satisfaction

Questions regarding this Standard Report or the Personnel Systems Survey should be directed to:

Kenneth M. Tagawa
Office of Academic Affairs
Box B15
University of Colorado at Boulder
Boulder, Colorado 80309-0015
(303) 492-8631

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OTHER AVAILABLE MATERIALS

Other materials available on the Personnel Systems Survey:

Custom-tailored printout as requested

Computer tape in ASCII format of the Personnel Systems Survey data

Directory of Management Information Systems/Computing Professionals in Personnel

Contact the CUPA National Office at 11 Dupont Circle, Suite 120, Washington, DC 20036 (telephone: 202-462-1038) for further information.

INSTITUTIONAL IDENTIFICATION DATA

	2 YR	4 YR	UNIV*	OTHER**	TOTAL
NO. OF RESPONDENTS	80 20.6%	133 34.2%	126 32.4%	50 12.9%	389 100.0%
SOURCES OF FUNDING					
PUBLIC	19.3%	12.4%	21.7%	8.7%	61.2%
PRIVATE	1.3%	22.2%	10.1%	4.2%	38.8%
FTE ENROLLMENT (MEAN)	4890	2989	15442	10288	8320
FTE FACULTY (MEAN)	209	186	1286	929	645
FTE STAFF (MEAN)	429	804	3791	2233	1908
OPERATING BUDGET (MEAN - In Millions \$)	\$16.55	\$19.77	\$171.27	\$145.33	\$83.89
PERSONNEL OFFICE					
FTE PROFESSIONAL (MEAN)	9	7	15	9	10
FTE SECRETARIAL/ CLERICAL (MEAN)	4	8	18	8	10

*UNIVERSITY was defined as DOCTORAL-GRANTING INSTITUTIONS

**OTHER category includes LAW, MEDICAL AND THEOLOGICAL

TYPE OF EMPLOYEE BY PERSONNEL MODULE

TYPE OF EMPLOYEE BY PERSONNEL MODULE OF INFORMATION
FACULTY/UNCLASS.

MODULE		TYPE OF INSTITUTION				TOTAL
		2 Year College	4 Year College	University	Other	
TOTAL	Response	80	133	128	50	389
1. APPOINTMENT HISTORY	COUNT	59	89	104	34	286
	PERCENT	73.75	66.92	82.54	68.00	73.52
2. APPLICANT RETRIEVAL	COUNT	41	38	32	14	126
	PERCENT	51.25	28.57	25.40	28.00	32.13
3. PAYROLL	COUNT	72	104	110	42	328
	PERCENT	90.00	78.20	87.30	84.00	84.32
4. BENEFITS	COUNT	43	53	60	21	177
	PERCENT	53.75	39.85	47.62	42.00	45.50
4.1 SICK LEAVE ACCRUALS	COUNT	62	53	66	31	211
	PERCENT	77.50	39.85	51.59	62.00	54.24
4.2 VACATION ACCRUALS	COUNT	67	55	64	29	205
	PERCENT	71.25	41.35	60.79	58.00	52.70
4.3 HEALTH INSURANCE	COUNT	68	98	116	40	320
	PERCENT	82.50	73.68	92.00	80.00	82.20
4.4 LIFE INSURANCE	COUNT	61	94	111	39	306
	PERCENT	76.25	70.68	88.10	78.00	78.41
4.5 DISABILITY	COUNT	58	85	97	33	271
	PERCENT	70.00	63.91	76.98	66.00	69.87
4.6 WORKERS COMP INSURANCE	COUNT	48	70	70	26	214
	PERCENT	60.00	52.63	55.56	52.00	55.81
4.7 UNEMPLOYMENT INSURANCE	COUNT	46	67	70	20	202
	PERCENT	56.25	60.30	56.66	40.00	51.93
5. POSITION CONTROL	COUNT	45	69	70	23	197
	PERCENT	56.25	44.36	55.56	46.00	50.64
6. AFFIRMATIVE ACTION/EEO	COUNT	64	80	100	36	279
	PERCENT	80.00	60.15	79.37	70.00	71.72
7. WAGE AND SALARY PLANNING	COUNT	34	46	24	13	117
	PERCENT	42.50	34.59	19.06	26.00	30.00
7.1 JOB EVALUATION DATA	COUNT	37	35	30	12	114
	PERCENT	46.25	26.32	23.81	24.00	29.31
7.2 SALARY SURVEYS	COUNT	38	46	56	17	156
	PERCENT	47.50	33.83	43.65	34.00	39.85
8. SKILLS INVENTORY	COUNT	18	10	9	1	38
	PERCENT	22.50	7.52	7.14	2.00	9.77
9. LABOR RELATIONS	COUNT	24	11	23	9	67
	PERCENT	30.00	8.27	18.25	18.00	17.22
10. OSHA	COUNT	15	30	25	10	80
	PERCENT	18.75	22.56	19.84	20.00	20.57
11. EMPLOYEE UTILIZ PLANNING	COUNT	15	12	10	2	39
	PERCENT	18.75	9.02	7.94	4.00	10.03
12. PARKING	COUNT	19	30	46	19	114
	PERCENT	23.75	22.56	36.51	38.00	29.31
13. MEGIS	COUNT	48	79	78	19	222
	PERCENT	60.00	59.40	60.32	38.00	57.07
14. TRAINING	COUNT	20	10	23	8	61
	PERCENT	25.00	12.03	18.25	16.00	17.22
15. OTHER	COUNT	5	9	10	3	27
	PERCENT	6.25	6.77	7.94	6.00	6.94

TYPE OF EMPLOYEE BY PERSONNEL MODULE OF INFORMATION
CLASSIFIED STAFF

MODULE		TYPE OF INSTITUTION				TOTAL
		2 Year College	4 Year College	University	Other	
TOTAL	Response	80	133	120	50	383
1. APPOINTMENT HISTORY	COUNT	64	93	106	35	298
	PERCENT	80.00	69.92	84.13	70.00	76.61
2. APPLICANT RETRIEVAL	COUNT	41	61	71	21	184
	PERCENT	51.25	38.35	58.35	42.00	47.30
3. PAYROLL	COUNT	71	101	111	45	328
	PERCENT	88.75	76.94	88.10	90.00	84.32
4. BENEFITS	COUNT	42	64	61	24	181
	PERCENT	52.50	48.80	48.41	48.00	46.53
4.1 SICK LEAVE ACCRUALS	COUNT	62	70	94	38	272
	PERCENT	77.50	58.65	74.80	76.00	69.92
4.2 VACATION ACCRUALS	COUNT	61	81	93	39	274
	PERCENT	76.25	60.90	73.81	78.00	70.44
4.3 HEALTH INSURANCE	COUNT	64	97	117	43	321
	PERCENT	80.00	72.93	92.00	86.00	82.52
4.4 LIFE INSURANCE	COUNT	58	93	111	42	304
	PERCENT	72.50	69.92	88.10	84.00	78.15
4.5 DISABILITY	COUNT	52	83	95	35	265
	PERCENT	65.00	62.41	76.40	70.00	68.12
4.6 WORKERS COMP INSURANCE	COUNT	47	70	70	20	216
	PERCENT	58.75	52.63	56.50	50.00	56.27
4.7 UNEMPLOYMENT INSURANCE	COUNT	43	67	71	23	204
	PERCENT	53.75	50.38	58.35	46.00	62.44
5. POSITION CONTROL	COUNT	46	70	70	27	221
	PERCENT	57.50	52.63	61.00	54.00	58.81
6. AFFIRMATIVE ACTION/EEO	COUNT	63	84	106	37	290
	PERCENT	78.75	63.10	84.13	74.00	74.65
7. WAGE AND SALARY PLANNING	COUNT	33	53	35	18	139
	PERCENT	41.25	39.85	27.70	36.00	36.73
7.1 JOB EVALUATION DATA	COUNT	41	56	64	19	180
	PERCENT	51.25	42.11	50.79	38.00	46.27
7.2 SALARY SURVEYS	COUNT	37	61	75	24	197
	PERCENT	46.25	45.80	59.62	48.00	60.64
8. SKILLS INVENTORY	COUNT	20	18	14	5	56
	PERCENT	25.00	12.03	11.11	10.00	14.14
9. LABOR RELATIONS	COUNT	23	21	36	13	93
	PERCENT	28.75	15.79	28.67	26.00	23.01
10. OSHA	COUNT	14	33	28	13	88
	PERCENT	17.50	24.01	22.22	26.00	22.62
11. EMPLOYEE UTILIZ PLANNING	COUNT	16	22	14	3	54
	PERCENT	18.75	16.54	11.11	6.00	13.80
12. PARKING	COUNT	20	31	45	21	117
	PERCENT	25.00	23.31	36.71	42.00	30.00
13. HEGIS	COUNT	43	60	69	18	180
	PERCENT	53.75	45.13	48.03	32.00	47.81
14. TRAINING	COUNT	20	24	42	15	101
	PERCENT	25.00	18.05	33.33	30.00	26.90
15. OTHER	COUNT	5	10	12	3	30
	PERCENT	6.25	7.52	9.52	6.00	7.71

TYPE OF EMPLOYEE BY PERSONNEL MODULE OF INFORMATION
OTHER

MODULE		TYPE OF INSTITUTION				TOTAL
		2 Year College	4 Year College	University	Other	
TOTAL	Response	80	133	126	50	389
1. APPOINTMENT HISTORY	COUNT	16	39	38	13	106
	PERCENT	20.00	29.32	30.16	26.00	27.25
2. APPLICANT RETRIEVAL	COUNT	12	24	22	6	64
	PERCENT	15.00	18.05	17.46	12.00	16.45
3. PAYROLL	COUNT	25	48	43	22	138
	PERCENT	31.25	36.09	34.13	44.00	35.48
4. BENEFITS	COUNT	14	20	18	10	62
	PERCENT	17.50	15.04	14.29	20.00	15.94
4.1 SICK LEAVE ACCRUALS	COUNT	13	26	15	13	67
	PERCENT	16.25	19.55	11.90	26.00	17.22
4.2 VACATION ACCRUALS	COUNT	14	30	14	13	71
	PERCENT	17.50	22.56	11.11	26.00	18.25
4.3 HEALTH INSURANCE	COUNT	14	31	25	13	83
	PERCENT	17.50	23.31	19.84	26.00	21.34
4.4 LIFE INSURANCE	COUNT	12	29	23	13	77
	PERCENT	15.00	21.00	18.25	26.00	19.79
4.5 DISABILITY	COUNT	12	27	23	13	75
	PERCENT	15.00	20.30	18.25	26.00	19.28
4.6 WORKERS COMP INSURANCE	COUNT	14	26	18	13	71
	PERCENT	17.50	19.55	14.29	26.00	18.25
4.7 UNEMPLOYMENT INSURANCE	COUNT	13	24	19	13	69
	PERCENT	16.25	18.05	15.00	26.00	17.74
5. POSITION CONTROL	COUNT	11	20	23	11	73
	PERCENT	13.75	21.05	18.25	22.00	18.77
6. AFFIRMATIVE ACTION/EEO	COUNT	21	28	31	10	90
	PERCENT	26.25	21.05	24.60	20.00	23.14
7. WAGE AND SALARY PLANNING	COUNT	9	15	7	6	37
	PERCENT	11.25	11.20	5.56	12.00	9.61
7.1 JOB EVALUATION DATA	COUNT	10	19	14	6	49
	PERCENT	12.50	14.29	11.11	12.00	12.60
7.2 SALARY SURVEYS	COUNT	9	17	16	9	51
	PERCENT	11.25	12.78	12.70	18.00	13.11
8. SKILLS INVENTORY	COUNT	4	6	5	2	17
	PERCENT	5.00	4.51	3.97	4.00	4.37
9. LABOR RELATIONS	COUNT	4	5	9	7	26
	PERCENT	5.00	3.78	7.14	14.00	6.43
10. OSHA	COUNT	4	16	12	5	37
	PERCENT	5.00	12.03	9.52	10.00	9.51
11. EMPLOYEE UTILIZ PLANNING	COUNT	4	8	2	1	15
	PERCENT	5.00	6.02	1.59	2.00	3.88
12. PARKING	COUNT	8	14	12	9	41
	PERCENT	7.50	10.53	9.52	18.00	10.54
13. HEGIS	COUNT	11	25	18	10	62
	PERCENT	13.75	18.00	12.70	20.00	16.94
14. TRAINING	COUNT	5	8	8	3	24
	PERCENT	6.25	6.02	6.35	6.00	6.17
15. OTHER	COUNT	2	3	4	3	12
	PERCENT	2.50	2.26	3.17	6.00	3.00

MODULES/SYSTEMS USED TO MAINTAIN INFORMATION

MODULES AND SYSTEMS USED
MANUAL

MODULE		TYPE OF INSTITUTION				TOTAL
		2 Year College	4 Year College	University	Other	
TOTAL	Response	80	133	126	50	389
1. APPOINTMENT HISTORY	COUNT	53	77	65	20	223
	PERCENT	66.25	57.89	51.59	56.00	67.33
2. APPLICANT RETRIEVAL	COUNT	55	77	76	20	238
	PERCENT	68.75	57.89	60.32	56.00	68.67
3. PAYROLL	COUNT	28	34	27	8	97
	PERCENT	35.00	25.56	21.43	16.00	24.94
4. BENEFITS	COUNT	25	26	17	12	80
	PERCENT	31.25	19.55	13.49	24.00	20.57
4.1 SICK LEAVE ACCRUALS	COUNT	48	70	42	19	179
	PERCENT	60.00	52.63	33.33	38.00	46.02
4.2 VACATION ACCRUALS	COUNT	48	70	43	18	179
	PERCENT	60.00	52.63	34.13	36.00	46.02
4.3 HEALTH INSURANCE	COUNT	42	62	37	14	155
	PERCENT	52.50	46.62	29.37	28.00	39.85
4.4 LIFE INSURANCE	COUNT	40	59	39	16	154
	PERCENT	50.00	44.36	30.95	32.00	39.59
4.5 DISABILITY	COUNT	42	67	50	17	176
	PERCENT	52.50	50.38	39.68	34.00	45.24
4.6 WORKERS COMP INSURANCE	COUNT	41	80	87	25	213
	PERCENT	51.25	60.15	53.17	50.00	54.76
4.7 UNEMPLOYMENT INSURANCE	COUNT	44	77	66	22	209
	PERCENT	55.00	57.89	52.38	44.00	63.73
5. POSITION CONTROL	COUNT	42	51	37	16	146
	PERCENT	52.50	38.35	29.37	32.00	37.63
6. AFFIRMATIVE ACTION/EEO	COUNT	47	67	47	24	185
	PERCENT	58.75	50.38	37.30	48.00	47.66
7. WAGE AND SALARY PLANNING	COUNT	31	39	32	18	120
	PERCENT	38.75	29.32	25.40	36.00	30.85
7.1 JOB EVALUATION DATA	COUNT	51	76	79	37	243
	PERCENT	63.75	57.14	62.70	74.00	62.47
7.2 SALARY SURVEYS	COUNT	51	73	77	31	232
	PERCENT	63.75	54.89	61.11	82.00	69.64
8. SKILLS INVENTORY	COUNT	24	29	17	15	85
	PERCENT	30.00	21.80	13.49	30.00	21.06
9. LABOR RELATIONS	COUNT	30	38	37	18	123
	PERCENT	37.50	28.57	29.37	36.00	31.62
10. OSHA	COUNT	28	62	41	20	149
	PERCENT	32.50	46.62	32.54	40.00	38.30
11. EMPLOYEE UTILIZ PLANNING	COUNT	23	30	21	10	84
	PERCENT	28.75	22.56	16.67	20.00	21.59
12. PARKING	COUNT	18	40	20	19	97
	PERCENT	22.50	30.08	15.87	38.00	24.94
13. HEGIS	COUNT	44	52	22	10	128
	PERCENT	55.00	39.10	17.46	20.00	32.90
14. TRAINING	COUNT	35	49	45	22	161
	PERCENT	43.75	36.84	35.71	44.00	38.82
16. OTHER	COUNT	8	4	4	1	18
	PERCENT	7.50	3.01	3.17	2.00	3.06

MODULES AND SYSTEMS USED
WORD PROCESSOR

MODULE		TYPE OF INSTITUTION				TOTAL
		2 Year College	4 Year College	University	Other	
TOTAL	Response	80	133	126	50	389
1. APPOINTMENT HISTORY	COUNT	0	3	2	3	14
	PERCENT	7.50	2.26	1.59	6.00	3.60
2. APPLICANT RETRIEVAL	COUNT	7	4	4	3	18
	PERCENT	8.75	3.01	3.17	6.00	4.63
3. PAYROLL	COUNT	2	1	2	1	6
	PERCENT	2.50	0.75	1.59	2.00	1.54
4. BENEFITS	COUNT	0	3	4	3	10
	PERCENT	-	2.26	3.17	6.00	2.57
4.1 SICK LEAVE ACCRUALS	COUNT	1	1	0	2	4
	PERCENT	1.25	0.75	-	4.00	1.83
4.2 VACATION ACCRUALS	COUNT	1	1	0	2	4
	PERCENT	1.25	0.75	-	4.00	1.83
4.3 HEALTH INSURANCE	COUNT	1	2	4	3	10
	PERCENT	1.25	1.50	3.17	6.00	2.57
4.4 LIFE INSURANCE	COUNT	1	2	4	3	10
	PERCENT	1.25	1.50	3.17	6.00	2.57
4.5 DISABILITY	COUNT	1	1	5	3	10
	PERCENT	1.25	0.75	3.97	6.00	2.57
4.6 WORKERS COMP INSURANCE	COUNT	2	1	1	4	8
	PERCENT	2.50	0.75	0.79	8.00	2.06
4.7 UNEMPLOYMENT INSURANCE	COUNT	2	1	1	3	7
	PERCENT	2.50	0.75	0.79	6.00	1.80
6. POSITION CONTROL	COUNT	3	3	2	3	11
	PERCENT	3.75	2.26	1.59	6.00	2.83
6. AFFIRMATIVE ACTION/EEO	COUNT	7	6	6	4	23
	PERCENT	8.75	4.51	4.76	8.00	5.91
7. WAGE AND SALARY PLANNING	COUNT	2	4	1	5	12
	PERCENT	2.50	3.01	0.79	10.00	3.08
7.1 JOB EVALUATION DATA	COUNT	6	7	8	2	23
	PERCENT	7.50	5.26	6.35	4.00	5.91
7.2 SALARY SURVEYS	COUNT	5	6	7	1	19
	PERCENT	6.25	4.51	5.56	2.00	4.88
8. SKILLS INVENTORY	COUNT	1	0	0	0	1
	PERCENT	1.25	-	-	-	0.26
9. LABOR RELATIONS	COUNT	5	2	0	1	10
	PERCENT	6.25	1.50	6.35	2.00	4.11
10. OSHA	COUNT	1	0	0	0	1
	PERCENT	1.25	-	-	-	0.26
11. EMPLOYEE UTILIZ PLANNING	COUNT	1	1	1	0	3
	PERCENT	1.25	0.75	0.79	-	0.77
12. PARKING	COUNT	1	0	0	0	1
	PERCENT	1.25	-	-	-	0.26
13. HEGIS	COUNT	1	3	1	0	5
	PERCENT	1.25	2.26	0.79	-	1.29
14. TRAINING	COUNT	1	3	0	1	14
	PERCENT	1.25	2.26	7.14	2.00	3.60
16. OTHER	COUNT	4	2	3	0	9
	PERCENT	5.00	1.50	2.38	-	2.31

MODULES AND SYSTEMS USED
MICRO-COMPUTER

MODULE	Response	TYPE OF INSTITUTION				TOTAL
		2 Year College	4 Year College	University	Other	
TOTAL		89	133	128	50	389
1. APPOINTMENT HISTORY	COUNT	5	10	6	1	22
	PERCENT	6.25	7.52	4.76	2.00	5.68
2. APPLICANT RETRIEVAL	COUNT	4	4	14	0	22
	PERCENT	5.00	3.01	11.11	.	5.68
3. PAYROLL	COUNT	4	5	4	1	14
	PERCENT	5.00	3.76	3.17	2.00	3.66
4. BENEFITS	COUNT	2	5	5	6	18
	PERCENT	2.50	3.76	3.97	12.00	4.63
4.1 SICK LEAVE ACCRUALS	COUNT	2	7	3	3	15
	PERCENT	2.50	5.26	2.38	6.00	3.86
4.2 VACATION ACCRUALS	COUNT	2	7	3	3	15
	PERCENT	2.50	5.26	2.38	6.00	3.86
4.3 HEALTH INSURANCE	COUNT	7	9	10	7	33
	PERCENT	8.75	6.77	7.94	14.00	8.40
4.4 LIFE INSURANCE	COUNT	5	11	8	6	30
	PERCENT	6.25	8.27	6.35	12.00	7.71
4.5 DISABILITY	COUNT	3	9	3	5	20
	PERCENT	3.75	6.77	2.38	10.00	5.14
4.6 WORKERS COMP INSURANCE	COUNT	3	3	7	2	15
	PERCENT	3.75	2.28	5.56	4.00	3.86
4.7 UNEMPLOYMENT INSURANCE	COUNT	2	3	4	1	10
	PERCENT	2.50	2.28	3.17	2.00	2.67
5. POSITION CONTROL	COUNT	4	9	11	2	26
	PERCENT	5.00	6.77	8.73	4.00	6.68
6. AFFIRMATIVE ACTION/EEO	COUNT	7	7	10	4	36
	PERCENT	8.75	5.26	14.29	8.00	9.26
7. WAGE AND SALARY PLANNING	COUNT	6	18	10	5	39
	PERCENT	7.50	13.53	7.94	10.00	10.63
7.1 JOB EVALUATION DATA	COUNT	0	5	10	1	22
	PERCENT	7.50	3.76	7.94	2.00	5.68
7.2 SALARY SURVEYS	COUNT	4	13	19	4	40
	PERCENT	5.00	9.77	15.08	8.00	10.28
8. SKILLS INVENTORY	COUNT	1	2	2	1	6
	PERCENT	1.25	1.50	1.59	2.00	1.64
9. LABOR RELATIONS	COUNT	6	1	5	2	14
	PERCENT	7.50	0.75	3.97	4.00	3.66
10. OSHA	COUNT	0	0	2	0	2
	PERCENT	.	.	1.59	.	0.51
11. EMPLOYEE UTILIZ PLANNING	COUNT	1	0	2	1	4
	PERCENT	1.25	.	1.59	2.00	1.03
12. PARKING	COUNT	2	3	0	3	10
	PERCENT	2.50	2.26	6.35	6.00	4.11
13. HEGIS	COUNT	4	5	9	3	21
	PERCENT	5.00	3.76	7.14	6.00	5.40
14. TRAINING	COUNT	1	1	5	2	9
	PERCENT	1.25	0.75	3.97	4.00	2.31
15. OTHER	COUNT	1	2	4	0	7
	PERCENT	1.25	1.50	3.17	.	1.00

MODULES AND SYSTEMS USED
CENTRAL DP MAINFRAME

MODULE		TYPE OF INSTITUTION				TOTAL
		2 Year College	4 Year College	University	Other	
TOTAL	Response	80	133	126	50	389
1. APPOINTMENT HISTORY	COUNT	41	64	87	28	220
	PERCENT	51.25	48.12	69.05	56.00	56.58
2. APPLICANT RETRIEVAL	COUNT	11	18	38	12	77
	PERCENT	13.75	13.53	28.57	24.00	19.79
3. PAYROLL	COUNT	66	99	114	44	323
	PERCENT	82.50	74.44	90.48	88.00	83.03
4. BENEFITS	COUNT	34	37	49	26	146
	PERCENT	42.50	27.82	38.89	52.00	37.53
4.1 SICK LEAVE ACCRUALS	COUNT	44	54	85	33	216
	PERCENT	55.00	40.60	67.46	66.00	55.53
4.2 VACATION ACCRUALS	COUNT	44	55	83	33	216
	PERCENT	55.00	41.35	65.87	66.00	55.27
4.3 HEALTH INSURANCE	COUNT	49	72	111	39	271
	PERCENT	61.25	54.14	88.10	78.00	69.67
4.4 LIFE INSURANCE	COUNT	48	67	105	37	258
	PERCENT	57.50	50.38	83.33	74.00	65.56
4.5 DISABILITY	COUNT	39	61	83	30	213
	PERCENT	48.75	45.86	65.87	60.00	54.78
4.6 WORKERS COMP INSURANCE	COUNT	29	34	40	18	119
	PERCENT	36.25	25.56	31.75	32.00	30.69
4.7 UNEMPLOYMENT INSURANCE	COUNT	25	30	38	18	109
	PERCENT	31.25	22.56	30.16	32.00	28.02
5. POSITION CONTROL	COUNT	28	48	68	21	161
	PERCENT	35.00	34.59	52.38	42.00	41.39
6. AFFIRMATIVE ACTION/EEO	COUNT	42	51	99	30	222
	PERCENT	52.50	38.35	78.57	60.00	57.07
7. WAGE AND SALARY PLANNING	COUNT	13	30	26	7	76
	PERCENT	16.25	22.56	20.63	14.00	19.54
7.1 JOB EVALUATION DATA	COUNT	7	13	25	5	50
	PERCENT	8.75	9.77	19.84	10.00	12.85
7.2 SALARY SURVEYS	COUNT	8	15	30	9	62
	PERCENT	10.00	11.28	23.81	18.00	15.94
8. SKILLS INVENTORY	COUNT	5	4	12	5	26
	PERCENT	6.25	3.01	9.52	10.00	6.68
9. LABOR RELATIONS	COUNT	4	5	20	4	33
	PERCENT	5.00	3.76	16.07	8.00	8.48
10. OSHA	COUNT	2	3	8	3	14
	PERCENT	2.50	2.26	4.76	6.00	3.60
11. EMPLOYEE UTILIZ PLANNING	COUNT	3	9	7	2	21
	PERCENT	3.75	6.77	5.56	4.00	5.40
12. PARKING	COUNT	8	14	42	13	77
	PERCENT	10.00	10.53	33.33	26.00	19.79
13. HECIS	COUNT	38	65	74	18	175
	PERCENT	37.50	41.35	58.73	32.00	44.99
14. TRAINING	COUNT	4	5	18	5	32
	PERCENT	5.00	3.76	14.29	10.00	8.23
15. OTHER	COUNT	4	9	18	4	27
	PERCENT	5.00	6.77	7.94	8.00	6.94

MAINFRAMES (TYPES, APPLICATIONS, YEAR ACQUIRED)

MAINFRAMES BEING USED
TABLE OF VAR188 BY VAR4

VAR188	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
ADDS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
AMDAHL-GENERAL	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.57 50.00 1.71	2 0.57 50.00 4.08	4 1.14
AMDAHL-V7-A	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 0.85 100.00 2.56	0 0.00 0.00 0.00	3 0.85
AMDAHL 5850	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
AMDAHL V-6	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
BTI 4000, 8000	0 0.00 0.00 0.00	1 0.28 50.00 0.86	0 0.00 0.00 0.00	1 0.28 50.00 2.04	2 0.57
BURROUGHS-GENERA	4 1.14 36.36 5.71	3 0.85 27.27 2.59	1 0.28 9.09 0.85	3 0.85 27.27 6.12	11 3.13
BURROUGHS 6800	1 0.28 100.00 1.43	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
BURROUGHS A9F	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
BURROUGHS 2930	1 0.28 100.00 1.43	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
BURROUGHS A-3-D	1 0.28 100.00 1.43	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
CYBER-GENERAL	1 0.28 16.67 1.43	3 0.85 50.00 2.59	2 0.57 33.33 1.71	0 0.00 0.00 0.00	6 1.70
CDC 170-330,360	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 2.04	1 0.28
DATA GENERAL	1 0.28 20.00 1.43	3 0.85 60.00 2.59	0 0.00 0.00 0.00	1 0.28 20.00 2.04	5 1.42
DATAPoint-SIMS	0 0.00 0.00 0.00	1 0.28 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
DEC-GENERAL	0 0.00 0.00 0.00	2 0.57 40.00 1.72	1 0.28 20.00 0.85	2 0.57 40.00 4.08	5 1.42
TOTAL	70 19.89	116 32.95	117 33.24	49 13.92	352 100.00

(CONTINUED)

VAR188	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
DEC 10-ALL 10	2 0.57 25.00 2.86	2 0.57 25.00 1.72	2 0.57 25.00 1.71	2 0.57 25.00 4.08	8 2.27
DEC 20-ALL 20	0 0.00 0.00 0.00	1 0.28 14.29 0.86	5 1.42 71.43 4.27	1 0.28 14.29 2.04	7 1.99
VAX 11-750	6 1.70 42.86 8.57	6 1.70 42.86 5.17	1 0.28 7.14 0.85	1 0.28 7.14 2.04	14 3.98
PDP 11XX INCL 11	1 0.28 6.25 1.43	13 3.69 81.25 11.21	1 0.28 6.25 0.85	1 0.28 6.25 2.04	16 4.55
CA 18-30	0 0.00 0.00 0.00	1 0.28 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
HARRIS 100-HARRI	0 0.00 0.00 0.00	1 0.28 50.00 0.86	1 0.28 50.00 0.85	0 0.00 0.00 0.00	2 0.57
HARRIS 550	0 0.00 0.00 0.00	1 0.28 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
HEWLETT PACKARD	6 1.70 37.50 8.57	5 1.42 31.25 4.31	4 1.14 25.00 3.42	1 0.28 6.25 2.04	16 4.55
HONEYWELL-GENERA	1 0.28 10.00 1.43	1 0.28 10.00 0.86	7 1.99 70.00 5.98	1 0.28 10.00 2.04	10 2.84
HONEYWELL DUAL 6	0 0.00 0.00 0.00	1 0.28 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
HNYWLL OPRT SYS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
IBM-GENERAL	3 0.85 27.27 4.29	1 0.28 9.09 0.86	4 1.14 36.36 3.42	3 0.85 27.27 6.12	11 3.13
IBM SYSTEM 34	1 0.28 10.00 1.43	9 2.56 90.00 7.76	0 0.00 0.00 0.00	0 0.00 0.00 0.00	10 2.84
IBM SYSTEM 38	2 0.57 20.00 2.86	5 1.42 50.00 4.31	1 0.28 10.00 0.85	2 0.57 20.00 4.08	10 2.84
IBM 360-ALL	0 0.00 0.00 0.00	1 0.28 50.00 0.86	0 0.00 0.00 0.00	1 0.28 50.00 2.04	2 0.57
IBM 3705-ALL	3 0.85 37.50 4.29	2 0.57 25.00 1.72	3 0.85 37.50 2.56	0 0.00 0.00 0.00	8 2.27
TOTAL	70 19.89	116 32.95	117 33.24	49 13.92	352 100.00

(CONTINUED)

MAINFRAMES BEING USED
TABLE OF VAR188 BY VAR4

VAR188	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
HONEYWELL-GENERA	1 0.28 10.00 1.43	1 0.28 10.00 0.86	7 1.99 70.00 5.98	1 0.28 10.00 2.04	10 2.84
HONEYWELL DUAL 6	0 0.00 0.00 0.00	1 0.28 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
HNYWLL OPRT SYS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
IBM-GENERAL	3 0.85 27.27 4.29	1 0.28 9.09 0.86	4 1.14 36.36 3.42	3 0.85 27.27 6.12	11 3.13
IBM SYSTEM 34	0 0.28 10.00 1.43	0 0.28 90.00 7.76	0 0.00 0.00 0.00	0 0.00 0.00 0.00	10 2.84
IBM SYSTEM 38	2 0.57 20.00 2.86	5 1.42 50.00 4.31	1 0.28 10.00 0.85	2 0.57 20.00 4.08	10 2.84
IBM 360-ALL	0 0.00 0.00 0.00	1 0.28 50.00 0.86	0 0.00 0.00 0.00	1 0.28 50.00 2.04	2 0.57
IBM 370S-ALL	0 0.85 37.50 4.29	2 0.57 25.00 1.72	3 0.85 37.50 2.58	0 0.00 0.00 0.00	8 2.27
IBM 3033 MP	0 0.00 0.00 0.00	2 0.57 40.00 1.72	3 0.85 60.00 2.58	0 0.00 0.00 0.00	5 1.42
IBM 3081, 3081K	0 0.00 0.00 0.00	2 0.57 8.33 1.72	5 1.42 70.83 14.53	5 1.42 20.83 10.20	24 6.82
IBM 30XX	0 0.00 0.00 0.00	0 0.00 0.00 0.00	14 3.98 77.78 11.97	4 1.14 22.22 8.16	18 5.11
IBM 43XX	20 5.68 33.90 28.57	14 3.98 23.73 12.07	20 5.68 33.90 17.09	5 1.42 8.47 10.20	59 16.76
IBM-OTHER	0 0.00 0.00 0.00	3 0.85 42.86 2.59	2 0.57 28.57 1.71	2 0.57 28.57 4.08	7 1.99
MICHIGAN TERMIN	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
MAGNUSON	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
MICRODATA	0 0.00 0.00 0.00	2 0.57 40.00 1.72	2 0.57 40.00 1.71	1 0.28 20.00 2.04	5 1.42
TOTAL	70 19.89	116 32.95	117 33.24	49 13.92	352 100.00

(CONTINUED)

VAR188	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
PRIME 550	1 0.28 100.00 1.43	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
NAS G650	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
NAS 8060	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
NCR-GENERAL	0 0.00 0.00 0.00	1 0.28 25.00 0.86	1 0.28 25.00 0.85	2 0.57 50.00 4.08	4 1.14
OMEGA	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
PRIME-GENERAL	0 0.28 25.00 1.43	1 0.28 25.00 0.86	0 0.00 0.00 0.00	2 0.57 50.00 4.08	4 1.14
PRIME 9950	0 0.00 0.00 0.00	3 0.85 100.00 2.59	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 0.85
PRIME I 450	0 0.00 0.00 0.00	1 0.28 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
PRIME 750, DOS	0 0.00 0.00 0.00	1 0.28 80.00 3.45	1 0.28 20.00 0.85	0 0.00 0.00 0.00	5 1.42
PRIME I 1000	0 0.00 0.00 0.00	1 0.28 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
SPERRY-GENERAL	1 0.28 25.00 1.43	1 0.28 25.00 0.86	2 0.57 50.00 1.71	0 0.00 0.00 0.00	4 1.14
SPERRY SYSTEM 80	0 0.00 0.00 0.00	1 0.28 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
SPERRY 1100,72-H	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
SIGMA 9	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
UNIVAC-GENERAL	0 0.00 0.00 0.00	1 0.28 33.33 0.86	1 0.28 33.33 0.85	1 0.28 33.33 2.04	3 0.85
UNIVAC 1100-70,7	0 0.00 0.00 0.00	1 0.28 50.00 0.86	1 0.28 50.00 0.85	0 0.00 0.00 0.00	2 0.57
TOTAL	70 19.89	116 32.95	117 33.24	49 13.92	352 100.00

(CONTINUED)

MAINFRAMES BEING USED

TABLE OF VAR188 BY VAR4

VAR188	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
UNIVAC 90,80	1 0.28 33.33 1.43	2 0.57 66.67 1.72	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 0.85
UNIVAC 1100,61	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28 100.00 0.85	0 0.00 0.00 0.00	1 0.28
VAX 11-780-ALL 1	7 1.99 63.64 10.00	2 0.57 18.18 1.72	1 0.28 9.09 0.85	1 0.28 9.09 2.04	11 3.13
PDP 11-70	1 0.28 33.33 1.43	2 0.57 66.67 1.72	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 0.85
WANG-GENERAL	0 0.00 0.00 0.00	1 0.28 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
WANG 2200 MVP OF	0 0.00 0.00 0.00	1 0.28 100.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.28
WANG VS-80 MINI	0 0.00 0.00 0.00	2 0.57 100.00 1.72	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.57
OTHER	1 0.28 50.00 1.43	1 0.28 50.00 0.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.57
OTHER 76	3 0.85 27.27 4.29	4 1.14 36.36 3.45	1 0.28 9.09 0.85	3 0.85 27.27 6.12	11 3.13
TOTAL	70 19.89	116 32.95	117 33.24	49 13.92	352 100.00

FREQUENCY MISSING = 37

YEAR MAINFRAME ACQUIRED
TABLE OF VAR189 BY VAR4

VAR189(YEAR)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1960	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33 100.00 1.09	0 0.00 0.00 0.00	1 0.33
1965	0 0.00 0.00 0.00	1 0.33 100.00 0.95	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
1970	1 0.33 100.00 1.61	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
1971	1 0.33 50.00 1.61	0 0.00 0.00 0.00	1 0.33 50.00 1.09	0 0.00 0.00 0.00	2 0.66
1972	1 0.33 100.00 1.61	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.33
1973	1 0.33 33.33 1.61	0 0.00 0.00 0.00	1 0.33 33.33 1.09	1 0.33 33.33 2.33	3 0.99
1974	0 0.00 0.00 0.00	1 0.33 33.33 0.95	1 0.33 33.33 1.09	1 0.33 33.33 2.33	3 0.99
1975	0 0.00 0.00 0.00	2 0.66 66.67 1.90	0 0.00 0.00 0.00	1 0.33 33.33 2.33	3 0.99
1976	0 0.00 0.00 0.00	2 0.66 40.00 1.90	2 0.66 40.00 2.17	1 0.33 20.00 2.33	5 1.66
1977	2 0.66 28.57 3.23	2 0.66 28.57 1.90	2 0.66 28.57 2.17	1 0.33 14.29 2.33	7 2.32
1978	1 0.33 5.26 1.61	8 2.65 42.11 7.62	4 1.32 21.05 4.35	6 1.99 31.58 13.95	19 6.29
1979	4 1.32 19.05 6.45	9 2.98 42.86 8.57	5 1.66 23.81 5.43	3 0.99 14.29 6.98	21 6.95
TOTAL	62 20.53	105 34.77	92 30.46	43 14.24	302 100.00

(CONTINUED)

VAR189(YEAR)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1960	7 2.32 21.87 11.29	16 5.30 50.00 15.24	6 1.99 18.75 6.52	3 0.99 9.37 6.98	32 10.60
1981	12 3.97 33.33 19.35	12 3.97 33.33 11.43	9 2.98 25.00 9.78	3 0.99 8.33 6.98	36 11.92
1982	9 2.98 26.47 14.52	13 4.30 38.24 12.38	8 2.65 23.53 8.70	4 1.32 11.76 9.30	34 11.26
1983	8 2.65 15.38 12.90	14 4.64 26.92 13.33	22 7.28 42.31 23.91	8 2.65 15.38 18.60	52 17.22
1984	7 2.32 11.67 11.29	21 6.95 35.00 20.00	24 7.95 40.00 26.09	8 2.65 13.33 18.60	60 19.87
1985	8 2.65 38.10 12.90	4 1.32 19.05 3.81	6 1.99 28.57 6.52	3 0.99 14.29 6.98	21 6.95
TOTAL	62 20.53	105 34.77	92 30.46	43 14.24	302 100.00

FREQUENCY MISSING = 87

MICROCOMPUTERS (TYPES, SOFTWARE, APPLICATIONS)

MICROCOMPUTERS BEING USED
TABLE OF MODEL BY VAR4

MODEL	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
APPLE PC-ALL	18 4.83 41.86 22.22	15 4.02 34.88 13.64	5 1.34 11.63 4.10	5 1.34 11.63 8.33	43 11.53
APPLE-LISA	1 0.27 50.00 1.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 50.00 1.67	2 0.54
APPLE-MACINTOSH	0 0.00 0.00 0.00	3 0.80 37.50 2.73	4 1.07 50.00 3.28	1 0.27 12.50 1.67	8 2.14
ALPHA-MICRO 1000	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 100.00 0.82	0 0.00 0.00 0.00	1 0.27
AT&T PC INCL 630	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 33.33 0.82	2 0.54 66.67 3.33	3 0.80
COLUMBIA 1600 VP	0 0.00 0.00 0.00	3 0.80 100.00 2.73	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 0.80
BALCONES BNY-205	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 50.00 0.82	1 0.27 50.00 1.67	2 0.54
BMC IF 800	1 0.27 100.00 1.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27
COMMODORE 64	0 0.00 0.00 0.00	1 0.27 100.00 0.91	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27
COMMODORE PET	1 0.27 50.00 1.23	1 0.27 50.00 0.91	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.54
DELTA TERMINAL	1 0.27 100.00 1.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27
CORONA	0 0.00 0.00 0.00	1 0.27 100.00 0.91	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27
DECIMATE I,II,III	6 1.61 66.67 7.41	3 0.80 33.33 2.73	0 0.00 0.00 0.00	0 0.00 0.00 0.00	9 2.41
DIGITAL-GENERAL	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 100.00 1.67	1 0.27
DIGITAL RAINBOW	6 1.61 33.33 7.41	7 1.88 38.89 6.36	4 1.07 22.22 3.28	1 0.27 5.56 1.67	18 4.83
DPS 8-49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 100.00 0.82	0 0.00 0.00 0.00	1 0.27
TOTAL	81 21.72	110 29.49	122 32.71	60 16.09	373 100.00

(CONTINUED)

MODEL	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
EPSON 0X10	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 50.00 0.82	1 0.27 50.00 1.67	2 0.54
KAYPRO, KAYPRO Z	2 0.54 50.00 2.47	0 0.00 0.00 0.00	1 0.27 25.00 0.82	1 0.27 25.00 1.67	4 1.07
HP 159 MICROCOMP	2 0.54 14.29 2.47	3 0.80 21.43 2.73	7 1.88 50.00 5.74	2 0.54 14.29 3.33	14 3.75
IBM-GENERAL	1 0.27 14.29 1.23	2 0.54 28.57 1.82	3 0.80 42.86 2.46	1 0.27 14.29 1.67	7 1.88
IBM-AT	1 0.27 20.00 1.23	1 0.27 20.00 0.91	2 0.54 40.00 1.64	1 0.27 20.00 1.67	5 1.34
COMPAQ	0 0.00 0.00 0.00	4 1.07 44.44 3.64	3 0.80 33.33 2.46	2 0.54 22.22 3.33	9 2.41
IBM PC	15 4.02 15.79 18.52	33 8.85 34.74 30.00	31 8.31 32.63 25.41	16 4.29 16.84 26.67	95 25.47
IBM PC XT	5 1.34 10.00 6.17	10 2.68 20.00 9.09	25 6.70 50.00 20.49	10 2.68 20.00 16.67	50 13.40
IBM 23	0 0.00 0.00 0.00	1 0.27 100.00 0.91	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27
IBM 3270	2 0.54 28.57 2.47	0 0.00 0.00 0.00	4 1.07 57.14 3.28	1 0.27 14.29 1.67	7 1.88
IBM 5520	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 100.00 0.82	0 0.00 0.00 0.00	1 0.27
LEE DATA	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.54 100.00 3.33	2 0.54
NCR	0 0.00 0.00 0.00	2 0.54 100.00 1.82	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.54
MICRODECISION-WD	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 100.00 0.82	0 0.00 0.00 0.00	1 0.27
OSBORNE PORTABLE	1 0.27 50.00 1.23	0 0.00 0.00 0.00	0 0.27 50.00 0.82	0 0.00 0.00 0.00	2 0.54
PC CLONE	0 0.00 0.00 0.00	1 0.27 100.00 0.91	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27
TOTAL	81 21.72	110 29.49	122 32.71	60 16.09	373 100.00

(CONTINUED)

MICROCOMPUTERS BEING USED

TABLE OF MODEL BY VAR4

MODEL	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
PRO-350--DEC	0 0.00 0.00 0.00	1 0.27 50.00 0.91	1 0.27 50.00 0.82	0 0.00 0.00 0.00	2 0.54
SPERRY UTS 30-AL	2 0.54 28.57 2.47	1 0.27 14.29 0.91	3 0.80 42.86 2.46	1 0.27 14.29 1.67	7 1.88
TELEVIDEO	0 0.00 0.00 0.00	1 0.27 33.33 0.91	0 0.00 0.00 0.00	2 0.54 66.67 3.33	3 0.80
TANDY-RADIO SHAC	8 2.14 44.44 9.88	5 1.34 27.78 4.55	4 1.07 22.22 3.28	1 0.27 5.56 1.67	18 4.83
TEXAS INSTRU-TI	2 0.54 66.67 2.47	1 0.27 33.33 0.91	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 0.80
VECTOR 4	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 100.00 0.82	0 0.00 0.00 0.00	1 0.27
VICTOR 9000	0 0.00 0.00 0.00	1 0.27 50.00 0.91	1 0.27 50.00 0.82	0 0.00 0.00 0.00	2 0.54
WANG PC-GENERAL	0 0.00 0.00 0.00	5 1.34 55.56 4.55	3 0.80 33.33 2.46	1 0.27 11.11 1.67	9 2.41
XEROX 820	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 100.00 1.67	1 0.27
ZENITH	1 0.27 12.50 1.23	0 0.00 0.00 0.00	4 1.07 50.00 3.28	3 0.80 37.50 5.00	8 2.14
OTHER-IBM, ALTON	3 0.80 33.33 3.70	1 0.27 11.11 0.91	4 1.07 44.44 3.28	1 0.27 11.11 1.67	9 2.41
DIGITAL-VT	0 0.00 0.00 0.00	2 0.54 66.67 1.82	1 0.27 33.33 0.82	0 0.00 0.00 0.00	3 0.80
COMPAQ PLUS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 100.00 0.82	0 0.00 0.00 0.00	1 0.27
MORRIS MICROCOMP	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 100.00 0.82	0 0.00 0.00 0.00	1 0.27
LEADING EDGE PC	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 100.00 0.82	0 0.00 0.00 0.00	1 0.27
MICRODATA	0 0.00 0.00 0.00	1 0.27 100.00 0.91	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27
TOTAL	81 21.72	110 29.49	122 32.71	60 16.09	373 100.00

(CONTINUED)

MODEL	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
HP-125	1 0.27 50.00 1.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27 50.00 1.67	2 0.54
B-20 MICROCOMPUT	1 0.27 100.00 1.23	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.27
TOTAL	81 21.72	110 29.49	122 32.71	60 16.09	373 100.00

FREQUENCY MISSING = 1572

SOFTWARE BEING USED WITH MICROCOMPUTER

TABLE OF MODEL BY VAR4

MODEL(SOFTWARE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
ABSTAT	1 0.25 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
ADRS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
ADVANCE LINK	2 0.51 100.00 2.50	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.51
ALPHA	0 0.00 0.00 0.00	1 0.25 100.00 0.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
ALPHAVUE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
AUTO CAD GRAPHIC	1 0.25 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
APPLEWORKS-APPLW	0 0.00 0.00 0.00	1 0.25 50.00 0.89	0 0.00 0.00 0.00	1 0.25 50.00 1.82	2 0.51
APPLICANT	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
BASIC-BASIC COMP	1 0.25 20.00 1.25	0 0.00 0.00 0.00	3 0.76 60.00 2.05	1 0.25 20.00 1.82	5 1.27
BANK STREET	0 0.00 0.00 0.00	1 0.25 100.00 0.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
BENEFITS CUSTOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
BPI	0 0.00 0.00 0.00	1 0.25 100.00 0.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
BELL SOFT POPUPS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
CALCSTAR	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 1.82	1 0.25
CHARTMASTER-SIGN	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 1.82	1 0.25
CPM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
TOTAL	80 20.36	112 28.50	146 37.15	55 13.99	393 100.00

(CONTINUED)

MODEL(SOFTWARE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
COBOL	0 0.00 0.00 0.00	1 0.25 100.00 0.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
CONDOR-GENERAL	1 0.25 12.50 1.25	4 1.02 50.00 3.57	2 0.51 25.00 1.37	1 0.25 12.50 1.82	8 2.04
DATAEASE	0 0.00 0.00 0.00	1 0.25 50.00 0.89	1 0.25 50.00 0.68	0 0.00 0.00 0.00	2 0.51
CMA	0 0.00 0.00 0.00	1 0.25 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
CRECENDO	0 0.00 0.00 0.00	1 0.25 100.00 0.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
D-BASE-GENERAL	8 2.04 18.18 10.00	10 2.54 22.73 8.93	20 5.09 45.45 13.70	6 1.53 13.64 10.91	44 11.20
DATA BASE	1 0.25 33.33 1.25	1 0.25 33.33 0.89	1 0.25 33.33 0.68	0 0.00 0.00 0.00	3 0.76
DIAGRAPH	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
DISCOVER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
DISPLAYWRITER	0 0.00 0.00 0.00	2 0.51 11.76 1.79	8 2.04 47.06 5.48	7 1.78 41.18 12.73	17 4.33
DAISY-AIDS	2 0.51 100.00 2.50	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.51
DWI SCHOOL ADMIN	0 0.00 0.00 0.00	1 0.25 100.00 0.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
DISPLAY WRIGHT	1 0.25 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
DSM-LINK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
EASYWRITER	2 0.51 28.57 2.50	3 0.76 42.86 2.68	1 0.25 14.29 0.68	1 0.25 14.29 1.82	7 1.78
EASYSPELLER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
TOTAL	80 20.36	112 28.50	146 37.15	55 13.99	393 100.00

(CONTINUED)

SOFTWARE BEING USED WITH MICROCOMPUTER

TABLE OF MODEL BY VAR4

MODEL(SOFTWARE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
ENERGRAPHICS	0	0	1	0	1
	0.00	0.00	0.25	0.00	0.25
	0.00	0.00	100.00	0.00	
	0.00	0.00	0.68	0.00	
EDITORIAL	0	1	0	0	1
	0.00	0.25	0.00	0.00	0.25
	0.00	100.00	0.00	0.00	
	0.00	0.89	0.00	0.00	
EDIX	1	0	0	0	1
	0.25	0.00	0.00	0.00	0.25
	100.00	0.00	0.00	0.00	
	1.25	0.00	0.00	0.00	
FILING-RPRTNG AS	0	0	0	1	1
	0.00	0.00	0.00	0.25	0.25
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	1.82	
FOCUS	0	0	1	0	1
	0.00	0.00	0.25	0.00	0.25
	0.00	0.00	100.00	0.00	
	0.00	0.00	0.68	0.00	
FRAMEWORK	0	0	2	1	3
	0.00	0.00	0.51	0.25	0.76
	0.00	0.00	66.67	33.33	
	0.00	0.00	1.37	1.82	
FREESTYLE	0	1	0	0	1
	0.00	0.25	0.00	0.00	0.25
	0.00	100.00	0.00	0.00	
	0.00	0.89	0.00	0.00	
FRIDAY	0	1	0	0	1
	0.00	0.25	0.00	0.00	0.25
	0.00	100.00	0.00	0.00	
	0.00	0.89	0.00	0.00	
GRAPHICS	0	1	1	0	2
	0.00	0.25	0.25	0.00	0.51
	0.00	50.00	50.00	0.00	
	0.00	0.89	0.68	0.00	
GRAPHWRITER	1	0	0	0	1
	0.25	0.00	0.00	0.00	0.25
	100.00	0.00	0.00	0.00	
	1.25	0.00	0.00	0.00	
HAYES	1	0	0	0	1
	0.25	0.00	0.00	0.00	0.25
	100.00	0.00	0.00	0.00	
	1.25	0.00	0.00	0.00	
HP 2626-ALL HP	0	1	0	0	1
	0.00	0.25	0.00	0.00	0.25
	0.00	100.00	0.00	0.00	
	0.00	0.89	0.00	0.00	
IBM 3101 EMULATO	0	0	0	1	1
	0.00	0.00	0.00	0.25	0.25
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	1.82	
IBM 3278 EMULATO	0	0	1	1	2
	0.00	0.00	0.25	0.25	0.51
	0.00	0.00	50.00	50.00	
	0.00	0.00	0.68	1.82	
INFOSTART PLUS	0	1	0	0	1
	0.00	0.25	0.00	0.00	0.25
	0.00	100.00	0.00	0.00	
	0.00	0.89	0.00	0.00	
INGRES	0	1	0	0	1
	0.00	0.25	0.00	0.00	0.25
	0.00	100.00	0.00	0.00	
	0.00	0.89	0.00	0.00	
TOTAL	80	112	146	55	393
	20.36	28.50	37.15	13.99	100.00

(CONTINUED)

MODEL(SOFTWARE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
LOGICALC	0	0	1	0	1
	0.00	0.00	0.25	0.00	0.25
	0.00	0.00	100.00	0.00	
	0.00	0.00	0.68	0.00	
KNOWLEDGE MAN	0	1	0	0	1
	0.00	0.25	0.00	0.00	0.25
	0.00	100.00	0.00	0.00	
	0.00	0.89	0.00	0.00	
LOTUS 1-2-3	4	7	15	2	28
	1.02	1.78	3.82	0.51	7.12
	14.29	25.00	53.57	7.14	
	5.00	6.25	10.27	3.64	
IN-HOUSE ACCOUNT	0	1	0	0	1
	0.00	0.25	0.00	0.00	0.25
	0.00	100.00	0.00	0.00	
	0.00	0.89	0.00	0.00	
LOTUS SYMPHONY	2	2	7	2	13
	0.51	0.51	1.78	0.51	3.31
	15.38	15.38	53.85	15.38	
	2.50	1.79	4.79	3.64	
MACWRITE, MACPAI	0	0	1	0	1
	0.00	0.00	0.25	0.00	0.25
	0.00	0.00	100.00	0.00	
	0.00	0.00	0.68	0.00	
MAILMERGE	1	0	1	0	2
	0.25	0.00	0.25	0.00	0.51
	50.00	0.00	50.00	0.00	
	1.25	0.00	0.68	0.00	
MASS-11	0	0	1	0	1
	0.25	0.00	0.25	0.00	0.51
	50.00	0.00	50.00	0.00	
	1.25	0.00	0.68	0.00	
MEGAFORM	0	1	0	0	1
	0.00	0.25	0.00	0.00	0.25
	0.00	100.00	0.00	0.00	
	0.00	0.89	0.00	0.00	
MEMOMAKER	1	0	0	0	1
	0.25	0.00	0.00	0.00	0.25
	100.00	0.00	0.00	0.00	
	1.25	0.00	0.00	0.00	
MESSAGE WRITER	0	1	0	0	1
	0.00	0.25	0.00	0.00	0.25
	0.00	100.00	0.00	0.00	
	0.00	0.89	0.00	0.00	
MICROSOFT	1	1	0	0	2
	0.25	0.25	0.00	0.00	0.51
	50.00	50.00	0.00	0.00	
	1.25	0.89	0.00	0.00	
MICRO-AIDS	0	1	0	0	1
	0.00	0.25	0.00	0.00	0.25
	0.00	100.00	0.00	0.00	
	0.00	0.89	0.00	0.00	
MULTIMATE	2	1	8	1	12
	0.51	0.25	2.04	0.25	3.05
	16.67	8.33	66.67	8.33	
	2.50	0.89	5.48	1.82	
WINCE	0	0	1	0	1
	0.00	0.00	0.25	0.00	0.25
	0.00	0.00	100.00	0.00	
	0.00	0.00	0.68	0.00	
MULTIPLAN	3	5	2	0	10
	0.76	1.27	0.51	0.00	2.54
	30.00	50.00	20.00	0.00	
	3.75	4.46	1.37	0.00	
TOTAL	80	112	146	55	393
	20.36	28.50	37.15	13.99	100.00

(CONTINUED)

SOFTWARE BEING USED WITH MICROCOMPUTER

TABLE OF MODEL BY VAR4

MODEL(SOFTWARE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
MS-DOS-APPLCTN P	1 0.25 50.00 1.25	0 0.00 0.00 0.00	1 0.25 50.00 0.68	0 0.00 0.00 0.00	2 0.51
NBI	0 0.00 0.00 0.00	1 0.25 100.00 0.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
NICEPRINT	0 0.00 0.00 0.00	1 0.25 100.00 0.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
NORTON UTILITIES	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
NUTSHELL	0 0.00 0.00 0.00	1 0.25 100.00 0.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
OMNITERM 2	1 0.25 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
OFFICE WRITER	0 0.00 0.00 0.00	2 0.51 65.67 1.79	1 0.25 33.33 0.68	0 0.00 0.00 0.00	3 0.76
PASCAL	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.51 50.00 1.37	2 0.51 50.00 3.64	4 1.02
PEACHTEXT	0 0.00 0.00 0.00	1 0.25 50.00 0.89	1 0.25 50.00 0.68	0 0.00 0.00 0.00	2 0.51
PERFECT SERIES	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	4 1.02 100.00 7.27	4 1.02
PALANTIR	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
PERSONAL CARD FI	1 0.25 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
P.C. - P.G.	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
P.C. 2622	0 0.00 0.00 0.00	1 0.25 100.00 0.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
PC-PILOT	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
P.C. TALK,WRITE	2 0.51 22.22 2.50	1 0.25 11.11 0.89	5 1.27 55.56 3.42	1 0.25 11.11 1.82	9 2.29
TOTAL	80 20.36	112 28.50	146 37.15	55 13.99	393 100.00

(CONTINUED)

MODEL(SOFTWARE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
PC-INTERCOMAN	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
PFS SERIES	3 0.76 30.00 3.75	5 1.27 50.00 4.46	0 0.00 0.00 0.00	2 0.51 20.00 3.64	10 2.54
POLY-COM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 0.68	0 0.00 0.00 0.00	1 0.25
POWERBASE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25 100.00 1.82	1 0.25
POISE	1 0.25 50.00 1.25	1 0.25 50.00 0.89	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.51
PROFILE	3 0.76 60.00 3.75	1 0.25 20.00 0.89	1 0.25 20.00 0.68	0 0.00 0.00 0.00	5 1.27
PROFIT PLAN	1 0.25 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
PROKEY	0 0.00 50.00 1.25	0 0.00 0.00 0.00	1 0.25 50.00 0.68	0 0.00 0.00 0.00	2 0.51
QUICK FILE	0 0.00 0.00 0.00	1 0.25 50.00 0.89	0 0.00 0.00 0.00	1 0.25 50.00 1.82	2 0.51
R BASE-5000, 400	2 0.51 50.00 2.50	0 0.00 0.00 0.00	2 0.51 50.00 1.37	0 0.00 0.00 0.00	4 1.02
RESUME WRITER	1 0.25 100.00 1.25	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.25
SAMPA WORD II, I	0 0.00 0.00 0.00	3 0.76 100.00 2.68	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 0.76
SCRIPTSIT	1 0.25 50.00 1.25	0 0.00 0.00 0.00	1 0.25 50.00 0.68	0 0.00 0.00 0.00	2 0.51
SELECT WD PROC S	0 0.00 0.00 0.00	2 0.51 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.51
SIDEWAYS	0 0.00 0.00 0.00	1 0.25 50.00 0.89	0 0.00 0.00 0.00	1 0.25 50.00 1.82	2 0.51
SMARTCOM	0 0.00 0.00 0.00	2 0.51 66.67 1.79	1 0.25 33.33 0.88	0 0.00 0.00 0.00	3 0.76
TOTAL	80 20.36	112 28.50	146 37.15	55 13.99	393 100.00

(CONTINUED)

SOFTWARE BEING USED WITH MICROCOMPUTER

TABLE OF MODEL BY VAR4

MODEL(SOFTWARE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
SMARTWARE	0 0.00	1 0.25	0 0.00	0 0.00	1 0.25
SOFTTERM	1 0.25	0 0.00	0 0.00	0 0.00	1 0.25
SPELLBINDER	0 0.00	1 0.25	0 0.00	0 0.00	1 0.25
SPELLSTAR	0 0.00	0 0.00	1 0.25	0 0.00	1 0.25
SPERRY LINK	0 0.00	1 0.25	0 0.00	0 0.00	1 0.25
SPSS PC	0 0.00	0 0.00	1 0.25	0 0.00	1 0.25
SUPERCALC II, II	0.25 14.29	0.25 14.29	3 42.86	2 28.57	7 1.78
STAR ACCOUNTING	1 0.25	0 0.00	0 0.00	0 0.00	1 0.25
SUPERSCRIPSIIT	2 0.51	0 0.00	0 0.00	0 0.00	2 0.51
SUPERWRITER	0 0.00	0 0.00	0 0.00	1 0.25	1 0.25
SUPERVUE	0 0.00	0 0.00	1 0.25	0 0.00	1 0.25
TCS PAYABLES	0 0.00	1 0.25	0 0.00	0 0.00	1 0.25
SYSTAT	0 0.00	0 0.00	1 0.25	0 0.00	1 0.25
TIW, INCL TIW IV	0 0.00	1 0.25	1 0.25	1 0.25	3 0.76
U.S. CALC	0 0.00	0 0.00	1 0.25	0 0.00	1 0.25
WANG MULTIPLAN	0 0.00	1 0.25	0 0.00	0 0.00	1 0.25
TOTAL	80 20.36	112 28.50	146 37.15	55 13.99	393 100.00

(CONTINUED)

MODEL(SOFTWARE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
WANG	0 0.00	1 0.25	0 0.00	0 0.00	1 0.25
WORD PERFECT	2 0.51	3 0.76	4 1.02	1 0.25	10 2.54
WORDIX	0.25 100.00	0 0.00	0 0.00	0 0.00	1 0.25
WORDPLUS	1 0.25	0 0.00	1 0.25	0 0.00	2 0.51
WORDSTAR	10 2.54	13 3.31	15 3.82	4 1.02	42 10.69
WPS 80	0 0.00	1 0.25	0 0.00	0 0.00	1 0.25
VOLKSWRITER	0 0.00	0 0.00	3 0.76	2 0.51	5 1.27
VICTOR CALC	0 0.00	0 0.00	1 0.25	0 0.00	1 0.25
VIDEOTEXT	0 0.00	0 0.00	0 0.00	1 0.25	1 0.25
VISIWORD PLUS	0 0.00	1 0.25	0 0.00	1 0.25	2 0.51
VISICALC	4 1.02	4 1.02	1 0.25	0 0.00	9 2.29
VISIFILE	0 0.00	0 0.00	0 0.00	1 0.25	1 0.25
QUARK WORD JUGGL	0 0.00	1 0.25	0 0.00	0 0.00	1 0.25
STAND-ALONE PROC	0 0.00	1 0.25	0 0.00	0 0.00	1 0.25
OTHER	0 0.00	0 0.00	0 0.00	1 0.25	1 0.25
3 COM ETHER SHAR	0 0.00	0 0.00	1 0.25	0 0.00	1 0.25
TOTAL	80 20.36	112 28.50	146 37.15	55 13.99	393 100.00

FREQUENCY MISSING = 1552

MICROCOMPUTER APPLICATIONS
TABLE OF MODEL BY VAR4

MODEL (APPLICATION)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
ABSENCE ANALYSIS	0 0.00 0.00	1 0.22 100.00	0 0.00 0.00	0 0.00 0.00	1 0.22
ACADEMIC	1 0.22 16.67 1.14	0 0.00 0.00	4 0.89 66.67 2.52	1 0.22 16.67 1.47	6 1.33
ADMINISTRATION	3 0.67 25.00 3.41	9 2.00 75.00 6.62	0 0.00 0.00	0 0.00 0.00	12 2.66
ADMISSIONS	0 0.00 0.00	1 0.22 100.00	0 0.00 0.00	0 0.00 0.00	1 0.22
AFFIRM ACTION PL	1 0.22 50.00 1.14	1 0.22 50.00 0.74	0 0.00 0.00	0 0.00 0.00	2 0.44
APPLICANTS LOG	2 0.44 50.00 2.27	0 0.00 0.00	2 0.44 50.00 1.26	0 0.00 0.00	4 0.89
BASIC PROGRAMMIN	1 0.22 50.00 1.14	0 0.00 0.00	1 0.22 50.00 0.63	0 0.00 0.00	2 0.44
BENEFITS	1 0.22 20.00 1.14	1 0.22 20.00 0.74	2 0.44 40.00 1.26	1 0.22 20.00 1.47	5 1.11
BENEFIT COST REC	0 0.00 0.00 0.00	0 0.00 0.00	1 0.22 100.00 0.63	0 0.00 0.00	1 0.22
BILLING-DIRECT	1 0.22 100.00 1.14	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 0.22
BUDGET	3 0.67 20.00 3.41	3 0.67 20.00 2.21	6 1.33 40.00 3.77	3 0.67 20.00 4.41	15 3.33
BUSINESS APPLICA	1 0.22 50.00 1.14	1 0.22 50.00 0.74	0 0.00 0.00	0 0.00 0.00	2 0.44
CALCS, TABULS, COM	0 0.00 0.00 0.00	2 0.44 50.00 1.47	2 0.44 50.00 1.26	0 0.00 0.00	4 0.89
CASH RECEIPTS	0 0.00 0.00 0.00	0 0.00 0.00	1 0.22 100.00 0.63	0 0.00 0.00	1 0.22
CONTRACTS	0 0.00 0.00 0.00	0 0.00 0.00	2 0.44 100.00 1.26	0 0.00 0.00	2 0.44
CORRESPONDENCE	22 4.89 19.13 25.00	38 8.43 33.04 27.94	35 7.78 30.43 22.01	20 4.43 17.39 29.41	115 25.50
TOTAL	88 19.51	136 30.16	159 35.25	68 15.08	451 100.00

(CONTINUED)

MODEL (APPLICATION)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
COST DATA ANALYS	2 0.44 28.57 2.27	0 0.00 0.00	5 1.11 71.43 3.14	0 0.00 0.00	7 1.55
CHARTS	0 0.00 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 0.22 100.00 1.47	1 0.22
26	0 0.00 0.00 0.00	3 0.67 37.50 2.21	4 0.89 50.00 2.52	1 0.22 12.50 1.47	8 1.77
DATA ENTRY	0 0.00 0.00 0.00	1 0.22 33.33 0.74	2 0.44 66.67 1.26	0 0.00 0.00	3 0.67
DATA MANAGEMENT	0 0.00 0.00 0.00	1 0.22 33.33 0.74	2 0.44 66.67 1.26	0 0.00 0.00	3 0.67
DEVELOPMENT	0 0.00 0.00 0.00	0 0.00 0.00	2 0.44 100.00 1.26	0 0.00 0.00	2 0.44
DOCUMENTATION	0 0.22 33.33 1.14	0 0.00 0.00	2 0.44 66.67 1.26	0 0.00 0.00	3 0.67
DONOR FINANCL PL	0 0.00 0.00 0.00	1 0.22 100.00 0.74	0 0.00 0.00	0 0.00 0.00	1 0.22
DBMS	0 0.22 8.33 1.14	3 0.67 25.00 2.21	3 0.67 25.00 1.89	5 1.11 41.67 7.35	12 2.66
EMPLOYEE HISTORY	0 0.22 50.00 1.14	0 0.00 0.00	1 0.22 50.00 0.63	0 0.00 0.00	2 0.44
FACULTY RECORDS	1 0.22 100.00 1.14	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 0.22
FILES	1 0.22 14.29 1.14	4 0.89 57.14 2.94	2 0.44 28.57 1.26	0 0.00 0.00	7 1.55
FINANCIAL AID	0 0.00 0.00 0.00	1 0.22 100.00 0.74	0 0.00 0.00	0 0.00 0.00	1 0.22
FINANCIAL	1 0.22 16.67 1.14	2 0.44 33.33 1.47	3 0.67 50.00 1.89	0 0.00 0.00	6 1.33
FORM MAKING	0 0.00 0.00 0.00	2 0.44 100.00 1.47	0 0.00 0.00	0 0.00 0.00	2 0.44
FORM MODIFICATIO	0 0.00 0.00 0.00	0 0.00 0.00	1 0.22 100.00 0.63	0 0.00 0.00	1 0.22
TOTAL	88 19.51	136 30.16	159 35.25	68 15.08	451 100.00

(CONTINUED)

MICROCOMPUTER APPLICATIONS

TABLE OF MODEL BY VAR4

MODEL (APPLICATION)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
GRAPHICS	1 0.22 14.29 1.14	3 0.87 42.86 2.21	3 0.67 42.86 1.89	0 0.00 0.00 0.00	7 1.55
HOUSING	1 0.22 100.00 1.14	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22
INSURANCE RECORD	1 0.22 50.00 1.14	1 0.22 50.00 0.74	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.44
INVENTORY	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 100.00 1.47	1 0.22
JOB EVALUATION	0 0.00 0.00 0.00	2 0.44 50.00 1.47	2 0.44 50.00 1.28	0 0.00 0.00 0.00	4 0.89
JOB OPENING	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 100.00 0.63	0 0.00 0.00 0.00	1 0.22
LEAVE-SICK, VACAT	0 0.00 0.00 0.00	2 0.44 100.00 1.47	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.44
LABELS	1 0.22 50.00 1.14	1 0.22 50.00 0.74	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.44
LABOR RELATIONS	1 0.22 50.00 1.14	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 50.00 1.47	2 0.44
LISTS	0 0.00 0.00 0.00	1 0.22 50.00 0.74	0 0.00 0.00 0.00	1 0.22 50.00 1.47	2 0.44
LONGEVITY RECORD	2 0.44 100.00 2.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.44
MANAGEMENT-GENER	0 0.00 0.00 0.00	1 0.22 100.00 0.74	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22
MANUALS	3 0.67 42.86 3.41	0 0.00 0.00 0.00	4 0.89 57.14 2.52	0 0.00 0.00 0.00	7 1.55
MANUSCRIPTS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 100.00 1.47	1 0.22
MERGING DATA	1 0.22 100.00 1.14	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22
OFFICE-GENERAL	3 0.67 42.86 3.41	2 0.44 28.57 1.47	2 0.44 28.57 1.26	0 0.00 0.00 0.00	7 1.55
TOTAL	88 19.51	136 30.16	159 35.25	68 15.08	451 100.00

(CONTINUED)

MODEL (APPLICATION)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
ORGANIZATIONAL C	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 100.00 0.63	0 0.00 0.00 0.00	1 0.22
PAYROLL	1 0.22 14.29 1.14	2 0.44 28.57 1.47	2 0.44 28.57 1.26	2 0.44 28.57 2.94	7 1.55
PERSONNEL	1 0.22 50.00 1.14	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 50.00 1.47	2 0.44
PERSONNEL PROCES	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.44 66.67 1.26	1 0.22 33.33 1.47	3 0.67
POSITION CONTROL	2 0.44 50.00 2.27	0 0.00 0.00 0.00	1 0.22 25.00 0.63	1 0.22 25.00 1.47	4 0.89
PROJECTIONS	1 0.22 50.00 1.14	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 50.00 1.47	2 0.44
RECORDS	2 0.44 22.22 2.27	2 0.44 22.22 1.47	2 0.44 22.22 1.26	3 0.67 33.33 4.41	9 2.00
REPORTS-GENERAL	1 0.22 5.68 1.14	3 0.67 17.65 2.21	9 2.00 52.94 5.66	4 0.89 23.53 5.88	17 3.77
RESEARCH	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.44 100.00 1.26	0 0.00 0.00 0.00	2 0.44
RETIREMENT	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 0.67 75.00 1.89	1 0.22 25.00 1.47	4 0.89
PRESENTATIONS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 100.00 1.47	1 0.22
SALARY INFORMAT	3 0.67 23.08 3.41	3 0.67 23.08 2.21	7 1.55 53.85 4.40	0 0.00 0.00 0.00	13 2.88
SCHEDULING	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 100.00 0.63	0 0.00 0.00 0.00	1 0.22
SKILLS INVENTORY	0 0.00 0.00 0.00	1 0.22 100.00 0.74	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22
SPREADSHEETS	6 1.33 17.14 6.82	12 2.66 34.29 8.82	11 2.44 31.43 6.92	6 1.33 17.14 6.82	35 7.76
STAFFING	0 0.00 0.00 0.00	2 0.44 66.67 1.47	0 0.00 0.00 0.00	1 0.22 33.33 1.47	3 0.67
TOTAL	88 19.51	136 30.16	159 35.25	68 15.08	451 100.00

(CONTINUED)

MICROCOMPUTER APPLICATIONS

TABLE OF MODEL BY VAR4

MODEL (APPLICATION)	VAR4 (TYPE OF INSTITUTION)				TOTAL
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	
STATISTICS	1 0.22 25.00 1.14	1 0.22 25.00 0.74	1 0.22 25.00 0.63	1 0.22 25.00 1.47	4 0.89
STUDENT USE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 100.00 0.63	0 0.00 0.00 0.00	1 0.22
SUMMARIES	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 100.00 1.47	1 0.22
SURVEYS	0 0.00 0.00 0.00	3 0.67 75.00 2.21	1 0.22 25.00 0.63	0 0.00 0.00 0.00	4 0.89
TEACHING	5 1.11 29.41 5.68	11 2.44 64.71 8.09	1 0.22 5.88 0.63	0 0.00 0.00 0.00	17 3.77
TELECOMMUNICATIO	1 0.22 25.00 1.14	0 0.00 0.00 0.00	1 0.22 25.00 0.63	2 0.44 50.00 2.94	4 0.89
TRACKING APPLICA	0 0.00 0.00 0.00	1 0.22 14.29 0.74	6 1.33 85.71 3.77	0 0.00 0.00 0.00	7 1.55
TRAINING RECORDS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 100.00 1.47	1 0.22
OPERATING SYSTEM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 100.00 0.63	0 0.00 0.00 0.00	1 0.22
ACCOUNTING	0 0.00 0.00 0.00	2 0.44 50.00 1.47	1 0.22 25.00 0.63	1 0.22 25.00 1.47	4 0.89
APPLICANT REFERRL	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22 100.00 0.63	0 0.00 0.00 0.00	1 0.22
MANNING TABLE	1 0.22 100.00 1.14	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.22
COMMUNIC WITH MA	2 0.44 33.33 2.27	2 0.44 33.33 1.47	2 0.44 33.33 1.26	0 0.00 0.00 0.00	6 1.33
COMPENSATION-WOR	0 0.00 0.00 0.00	1 0.22 50.00 0.74	0 0.00 0.00 0.00	1 0.22 50.00 1.47	2 0.44
ALL OTHERS	2 0.67 20.00 2.41	2 0.44 13.33 1.47	7 1.55 46.67 4.40	3 0.67 20.00 4.41	15 3.33
TOTAL	68 19.51	136 20.15	159 25.25	66 15.08	451 100.00

FREQUENCY MISSING = 1492

WORD PROCESSORS (TYPES, APPLICATIONS)

WORD PROCESSORS USED
TABLE OF MODEL BY VAR4

MODEL (WORD PROCESSORS)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
AB DICK	1 0.34 33.33 1.79	0 0.00 0.00 0.00	2 0.68 66.67 1.80	0 0.00 0.00 0.00	3 1.03
AB DICK-MAGNA SL	1 0.34 20.00 1.79	1 0.34 20.00 1.27	1 0.34 20.00 0.90	2 0.68 40.00 4.35	5 1.71
ALTON	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
ATWS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
BALCONES	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
APPLE II, III, P	0 0.00 0.00 0.00	2 0.68 66.67 2.53	0 0.00 0.00 0.00	1 0.34 33.33 2.17	3 1.03
APPLE MACINTOSH	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
BMC IF 800	2 0.68 100.00 3.57	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.68
BURROUGHS-GENERA	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
BURROUGHS B-20	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
CANON-GENERAL	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
CANON AP	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.68 100.00 1.80	0 0.00 0.00 0.00	2 0.68
CARS SYSTEM	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
CENTREX	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
COMMODORE	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
COMPT-ED 5810	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
TOTAL	56 19.18	79 27.05	111 38.01	46 15.75	292 100.00

(CONTINUED)

MODEL (WORD PROCESSORS)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
COMPU CORP 675	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
CPT BXXX	3 1.03 23.08 5.36	5 1.71 38.46 6.33	5 1.71 38.46 4.50	0 0.00 0.00 0.00	13 4.45
DATA GENERAL	0 0.00 0.00 0.00	2 0.68 66.67 2.53	0 0.00 0.00 0.00	1 0.34 33.33 2.17	3 1.03
DATATEL	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
DECWORD	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
DICTAPHONE	1 0.34 33.33 1.79	0 0.00 0.00 0.00	2 0.68 66.67 1.80	0 0.00 0.00 0.00	3 1.03
DEC	1 0.34 33.33 1.79	0 0.00 0.00 0.00	2 0.68 66.67 1.80	0 0.00 0.00 0.00	3 1.03
DECMATE	5 1.71 21.74 8.93	5 1.71 21.74 6.33	9 3.08 39.13 8.11	4 1.37 17.39 8.70	23 7.88
DIGITAL RAINBOW	1 0.34 50.00 1.79	1 0.34 50.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.68
29	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
DIGITAL-MASS II	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 50.00 0.90	1 0.34 50.00 2.17	2 0.68
DEC PDP 11-70	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
DPS6	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
DISPLAYWRITE 36	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 2.17	1 0.34
ETC-APPLD DATA R	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
EXXON 520, 500	0 0.00 0.00 0.00	1 0.34 33.33 1.27	2 0.68 66.67 1.80	0 0.00 0.00 0.00	3 1.03
TOTAL	56 19.18	79 27.05	111 38.01	46 15.75	292 100.00

(CONTINUED)

WORD PROCESSORS USED
TABLE OF MODEL BY VAR4

MODEL(WORD PROCESSORS)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
FOUR PHASE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.68 66.67 1.80	1 0.34 33.33 2.17	3 1.03
FUJITSU	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
HONEYWELL	2 0.68 66.67 3.57	0 0.00 0.00 0.00	1 0.34 33.33 0.90	0 0.00 0.00 0.00	3 1.03
HP-GENERAL	0 0.00 0.00 0.00	1 0.34 20.00 1.27	3 1.03 60.00 2.70	1 0.34 20.00 2.17	5 1.71
HP 2626W	2 0.68 100.00 3.57	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.68
IBM PC	1 0.34 12.50 1.79	3 1.03 37.50 3.80	2 0.68 25.00 1.80	2 0.68 25.00 4.35	8 2.74
IBM SYS 23	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
IBM PC XT	2 0.68 50.00 3.57	0 0.00 0.00 0.00	2 0.68 50.00 1.80	0 0.00 0.00 0.00	4 1.37
IBM DISPLAYWRITE	6 2.05 16.67 10.71	10 3.42 27.78 12.66	13 4.45 36.11 11.71	7 2.40 19.44 15.22	36 12.33
IBM ELECT 85	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
IBM MAGCARD	0 0.00 0.00 0.00	2 0.68 100.00 2.53	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.68
IBM MEMORY TYPEW	1 0.34 50.00 1.79	0 0.00 0.00 0.00	1 0.34 50.00 0.90	0 0.00 0.00 0.00	2 0.68
IBM OFFICE SYSTE	1 0.34 8.33 1.79	7 2.40 58.33 8.86	3 1.03 25.00 2.70	1 0.34 8.33 2.17	12 4.11
IBM SELECTRIC CO	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
IBM SYSTEM 36	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 50.00 0.90	1 0.34 50.00 2.17	2 0.68
IBM 3081	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 2.17	1 0.34
TOTAL	58 19.18	79 27.05	111 38.01	46 15.75	292 100.00

(CONTINUED)

MODEL(WORD PROCESSORS)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
IBM 3270	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
IBM 5218-DISPLAY	0 0.00 0.00 0.00	1 0.34 50.00 1.27	1 0.34 50.00 0.90	0 0.00 0.00 0.00	2 0.68
IBM 5500	1 0.34 50.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 50.00 2.17	2 0.68
IBM MODEL 60	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
IBM 5520	1 0.34 12.50 1.79	1 0.34 12.50 1.27	5 1.71 62.50 4.50	1 0.34 12.50 2.17	8 2.74
IBM 420-056	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
LANIER	5 1.71 71.43 8.93	0 0.00 0.00 0.00	2 0.68 28.57 1.80	0 0.00 0.00 0.00	7 2.40
67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
LEXITRON	0 0.00 0.00 0.00	2 0.68 66.67 2.53	0 0.00 0.00 0.00	1 0.34 33.33 2.17	3 1.03
HP 3000	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
LIBRA	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
HP TDP	1 0.34 33.33 1.79	0 0.00 0.00 0.00	2 0.68 66.67 1.80	0 0.00 0.00 0.00	3 1.03
LINEAR	1 0.34 50.00 1.79	0 0.00 0.00 0.00	1 0.34 50.00 0.90	0 0.00 0.00 0.00	2 0.68
MICRODATA-WORDMA	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
MICOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.68 100.00 4.35	2 0.68
MICRO-PEACHTEXT	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
TOTAL	58 19.18	79 27.05	111 38.01	46 15.75	292 100.00

(CONTINUED)

WORD PROCESSORS USED
TABLE OF MODEL BY VAR4

MODEL (WORD PROCESSORS)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
MUSE	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
NCR	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
NBI	0 0.00 0.00 0.00	3 1.03 42.86 3.80	2 0.68 28.57 1.80	2 0.68 28.57 4.35	7 2.40
OLIVETTI	0 0.00 0.00 0.00	1 0.34 25.00 1.27	3 1.03 75.00 2.70	0 0.00 0.00 0.00	4 1.37
OIS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 50.00 0.90	1 0.34 50.00 2.17	2 0.68
PHILIP 2000E	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 2.17	1 0.34
PHILLIPS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
PRIME-GENERAL	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
PRIME I-750	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
PRIME PRODUCER	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
SHARP SYSTEL	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
ROYAL TEXTTRITER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
SPERRY UTS 30	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
SAMNA WORD II	0 0.00 0.00 0.00	1 0.34 50.00 1.27	1 0.34 50.00 0.90	0 0.00 0.00 0.00	2 0.68
SPERRY MODEL 25	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
SPERRY WPS-80	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
TOTAL	56 19.18	79 27.05	111 38.01	46 15.75	292 100.00

(CONTINUED)

MODEL (WORD PROCESSORS)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
SPERRYLINK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.68 66.67 1.80	1 0.34 33.33 2.17	3 1.03
SYSTEL II	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
TANDY-RADIO SHAC	1 0.34 50.00 1.79	1 0.34 50.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.68
TEXT	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
TEXAS INSTRUMENT	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
TI 990	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
TYXX	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
VICTOR 9000	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00	1 0.34
VYDEC	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 2.17	1 0.34
UNIX PDP-11	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
WANG PC	3 1.03 15.79 5.35	6 2.05 31.58 7.59	8 2.74 42.11 7.21	2 0.68 10.53 4.35	19 6.51
TELEVIDEO 925	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
WORDMARC	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
112	0 0.00 0.00 0.00	1 0.34 33.33 1.27	2 0.68 66.67 1.80	0 0.00 0.00 0.00	3 1.03
XEROX	0 0.00 0.00 0.00	0 0.00 0.00 0.00	4 1.37 100.00 3.60	0 0.00 0.00 0.00	4 1.37
XEROX 627	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34
TOTAL	56 19.18	79 27.05	111 38.01	46 15.75	292 100.00

(CONTINUED)

WORD PROCESSORS USED
TABLE OF MODEL BY VAR:

MODEL (WORD PROCESSORS)		VAR: (TYPE OF INSTITUTION)				TOTAL
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other	
XEROX 850, 860,	0 0.00 0.00 0.00	1 0.34 20.00 1.27	1 0.34 20.00 0.90	3 1.03 60.00 6.52		5 1.71
XEROX 9400	0 0.00 0.00 0.00	1 0.34 100.00 1.27	0 0.00 0.00 0.00	0 0.00 0.00 0.00		1 0.34
XEROX MEMORY WRI	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 50.00 0.90	1 0.34 50.00 2.17		2 0.68
XEROX 640	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 2.17		1 0.34
ZENITH DATA SYST	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00		1 0.34
5525 SYSTEM UNIT	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 2.17		1 0.34
5253 DISPLAY STA	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 2.17		1 0.34
5219 IMPACT PRIM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 2.17		1 0.34
5258 INK JET PRI	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 2.17		1 0.34
132	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.34 100.00 0.90	0 0.00 0.00 0.00		1 0.34
VAX 11-780	1 0.34 100.00 1.79	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00		1 0.34
TOTAL	56 19.18	79 27.05	111 38.01	46 15.75	292 100.00	

FREQUENCY MISSING = 1264

WORD PROCESSOR APPLICATIONS

TABLE OF MODEL BY VAR4

MODEL(APPLICATIONS)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
ACADEMIC	0 0.00 0.00 0.00	1 0.44 50.00 1.49	1 0.44 50.00 1.14	0 0.00 0.00 0.00	2 0.88
ADMINISTRATION	1 0.44 100.00 2.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
ADMISSIONS	1 0.44 33.33 2.56	2 0.88 66.67 2.99	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.32
AFFIRM ACTION PL	0 0.00 0.00 0.00	1 0.44 100.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
APPLICANTS LOG	1 0.44 25.00 2.56	1 0.44 25.00 1.49	1 0.44 25.00 1.14	1 0.44 25.00 3.03	4 1.76
AS A TERMINAL	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 1.14	0 0.00 0.00 0.00	1 0.44
APPOINTMENT HIST	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 1.14	0 0.00 0.00 0.00	1 0.44
BASIC	1 0.44 100.00 2.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
BILLING-DIRECT	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.88 100.00 2.27	0 0.00 0.00 0.00	2 0.88
EXPANSION-GENERA	0 0.00 0.00 0.00	1 0.44 100.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
CEO	0 0.00 0.00 0.00	1 0.44 100.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
CALCS, TABULS, COM	0 0.00 0.00 0.00	1 0.44 50.00 1.49	0 0.00 0.00 0.00	1 0.44 50.00 3.03	2 0.88
CONTRACTS	2 0.88 33.33 5.13	1 0.44 16.67 1.49	3 1.32 50.00 3.41	0 0.00 0.00 0.00	6 2.64
CORRESPONDENCE	13 5.73 12.15 33.33	32 14.10 29.91 47.76	43 18.94 40.19 48.86	19 8.37 17.78 57.58	107 47.14
CHARTS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 3.03	1 0.44
CPT APPLICATIONS	0 0.00 0.00 0.00	3 1.32 100.00 4.48	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.32
TOTAL	39 17.18	67 29.52	88 38.77	33 14.54	227 100.00

(CONTINUED)

MODEL(APPLICATIONS)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
DATABASE	1 0.44 33.33 2.56	2 0.88 66.67 2.99	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.32
DATA MANAGEMENT	0 0.00 0.00 0.00	1 0.44 100.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
DEVELOPMENT	0 0.00 0.00 0.00	1 0.44 100.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
DOCUMENTATION	1 0.44 16.67 2.56	2 0.88 33.33 2.99	3 1.32 50.00 3.41	0 0.00 0.00 0.00	6 2.64
FACULTY SECRETAR	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 3.03	1 0.44
FILES	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 3.03	1 0.44
FINANCIAL AID	0 0.00 0.00 0.00	1 0.44 100.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
FORM MAKING	1 0.44 50.00 2.56	1 0.44 50.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.88
GIFT-DONATION RE	1 0.44 100.00 2.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
GRAPHICS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 1.14	0 0.00 0.00 0.00	1 0.44
JOB DESCRIPTIONS	2 0.88 66.67 5.13	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 33.33 3.03	3 1.32
JOB OPENING	1 0.44 33.33 2.56	0 0.00 0.00 0.00	2 0.88 66.67 2.27	0 0.00 0.00 0.00	3 1.32
LABELS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 50.00 1.14	1 0.44 50.00 3.03	2 0.88
LISTS	2 0.88 40.00 5.13	1 0.44 20.00 1.49	2 0.88 40.00 2.27	0 0.00 0.00 0.00	5 2.20
MANAGEMENT-GENE	0 0.00 0.00 0.00	1 0.44 100.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
MANUALS	3 1.32 27.27 7.69	3 1.32 27.27 4.48	5 2.00 45.45 5.68	0 0.00 0.00 0.00	11 4.85
TOTAL	39 17.18	67 29.52	88 38.77	33 14.54	227 100.00

(CONTINUED)

WORD PROCESSOR APPLICATIONS

TABLE OF MODEL BY VAR4

MODEL (APPLICATIONS)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
MANUSCRIPTS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 50.00 1.14	1 0.44 50.00 3.03	2 0.88
MEETING RECORDS	1 0.44 100.00 2.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
OFFICE-GENERAL	1 0.44 5.88 2.56	3 1.32 17.65 4.48	11 4.85 64.71 12.50	2 0.88 11.76 6.06	17 7.49
MUSE	1 0.44 100.00 2.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
PAYROLL	1 0.44 100.00 2.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
PAYROLL DOCUMENT	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 1.14	0 0.00 0.00 0.00	1 0.44
PERSONNEL	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 3.03	1 0.44
PERSONNEL PROCES	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 1.14	0 0.00 0.00 0.00	1 0.44
POSITION CONTROL	1 0.44 25.00 2.56	1 0.44 25.00 1.49	1 0.44 25.00 1.14	1 0.44 25.00 3.03	4 1.76
PERSONNEL SYSTEM	0 0.00 0.00 0.00	1 0.44 100.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
REPORTS-GENERAL	0 0.00 0.00 0.00	1 0.44 14.29 1.49	4 1.76 57.14 4.55	2 0.88 28.57 6.06	7 3.08
RESEARCH	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 1.14	0 0.00 0.00 0.00	1 0.44
SPREADSHEETS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 1.14	0 0.00 0.00 0.00	1 0.44
STUDENT USE	1 0.44 100.00 2.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
SURVEYS	0 0.00 0.00 0.00	1 0.44 100.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
TEACHING	1 0.44 50.00 2.56	1 0.44 50.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 0.88
TOTAL	39 17.18	67 29.52	88 38.77	33 14.54	227 100.00

(CONTINUED)

MODEL (APPLICATIONS)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
TELECOMMUNICATIO	0 0.00 0.00 0.00	1 0.44 100.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
TRACKING APPLICA	1 0.44 100.00 2.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
COMMUNIC WITH MN	0 0.00 0.00 0.00	1 0.44 100.00 1.49	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44
COMPENSATION-WOR	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.44 100.00 1.14	0 0.00 0.00 0.00	1 0.44
TOTAL	39 17.18	67 29.52	88 38.77	33 14.54	227 100.00

FREQUENCY MISSING = 1329

TELECOMMUNICATIONS SYSTEMS USED

TELECOMMUNICATIONS BEING USED

TABLE OF VAR219 BY VAR4

VAR219	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
CICS ELECTRONIC	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
CCNET	0	0	2	0	2
	0.00	0.00	3.64	0.00	3.64
	0.00	0.00	100.00	0.00	
	0.00	0.00	8.00	0.00	
DELFI	1	0	0	0	1
	1.82	0.00	0.00	0.00	1.82
	100.00	0.00	0.00	0.00	
	10.00	0.00	0.00	0.00	
DIALCOMM	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
DIALOG	0	1	3	0	4
	0.00	1.82	5.45	0.00	7.27
	0.00	25.00	75.00	0.00	
	0.00	9.09	12.00	0.00	
EDUNET	0	1	0	0	1
	0.00	1.82	0.00	0.00	1.82
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
E-MAIL	1	0	0	0	1
	1.82	0.00	0.00	0.00	1.82
	100.00	0.00	0.00	0.00	
	10.00	0.00	0.00	0.00	
EMS	0	0	0	1	1
	0.00	0.00	0.00	1.82	1.82
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	11.11	
ETHERNET	0	0	0	1	1
	0.00	0.00	0.00	1.82	1.82
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	11.11	
FIRM	0	0	0	1	1
	0.00	0.00	0.00	1.82	1.82
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	11.11	
GANDALE 309 MODE	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
GIST	1	0	0	0	1
	1.82	0.00	0.00	0.00	1.82
	100.00	0.00	0.00	0.00	
	10.00	0.00	0.00	0.00	
GTE TELENET	1	0	2	2	5
	1.82	0.00	3.64	3.64	9.09
	20.00	0.00	40.00	40.00	
	10.00	0.00	8.00	22.22	
IBM S520	0	0	0	1	1
	0.00	0.00	0.00	1.82	1.82
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	11.11	
TOTAL	10	11	25	9	55
	18.18	20.00	45.45	16.36	100.00

(CONTINUED)

VAR219	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
IMETS-SATELLITE	0	1	0	0	1
	0.00	1.82	0.00	0.00	1.82
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
INSCI	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
KECNET	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
KIPPS	0	1	0	0	1
	0.00	1.82	0.00	0.00	1.82
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
KNOWLEDGE INDEX	0	1	0	0	1
	0.00	1.82	0.00	0.00	1.82
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
LINCNET	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
LOCAL AREA NETWO	0	1	1	1	3
	0.00	1.82	1.82	1.82	5.45
	0.00	33.33	33.33	33.33	
	0.00	9.09	4.00	11.11	
LSU NETWORK-STAT	0	0	0	1	1
	0.00	0.00	0.00	1.82	1.82
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	11.11	
NET 1000	1	0	0	0	1
	1.82	0.00	0.00	0.00	1.82
	100.00	0.00	0.00	0.00	
	10.00	0.00	0.00	0.00	
NUTN-OKLAHOMA ST	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
OCLC	1	1	1	0	3
	1.82	1.82	1.82	0.00	5.45
	33.33	33.33	33.33	0.00	
	10.00	9.09	4.00	0.00	
OMNI-LINK	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
PLATO	1	0	0	0	1
	1.82	0.00	0.00	0.00	1.82
	100.00	0.00	0.00	0.00	
	10.00	0.00	0.00	0.00	
PROPS-INTERNAL U	0	0	2	0	2
	0.00	0.00	3.64	0.00	3.64
	0.00	0.00	100.00	0.00	
	0.00	0.00	8.00	0.00	
TOTAL	10	11	25	9	55
	18.18	20.00	45.45	16.36	100.00

(CONTINUED)

TELECOMMUNICATIONS BEING USED

TABLE OF VAR219 BY VAR4

VAR219	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY	2 Year	4 Year	Univer-	Other	
PERCENT	College	College	sity		TOTAL
ROW PCT					
COL PCT					
SO MEDIC INFO XC	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
SLIXL-NRTHRN TEL	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
SOMECDR SYSTEM 2	0	1	0	0	1
	0.00	1.82	0.00	0.00	1.82
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
TELELEARNING	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
TELEMAIL	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
TELPAX	0	0	0	1	1
	0.00	0.00	0.00	1.82	1.82
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	11.11	
TELTONE-DCS 2B	0	1	0	0	1
	0.00	1.82	0.00	0.00	1.82
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
UNIV SYS ORGIA C	1	1	0	0	2
	1.82	1.82	0.00	0.00	3.64
	50.00	50.00	0.00	0.00	
	10.00	9.09	0.00	0.00	
USCN	1	0	0	0	1
	1.82	0.00	0.00	0.00	1.82
	100.00	0.00	0.00	0.00	
	10.00	0.00	0.00	0.00	
USENET	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
WCCC EMS	1	0	0	0	1
	1.82	0.00	0.00	0.00	1.82
	100.00	0.00	0.00	0.00	
	10.00	0.00	0.00	0.00	
XODIAC	0	1	0	0	1
	0.00	1.82	0.00	0.00	1.82
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
YTERM CON LOCL W	0	0	1	0	1
	0.00	0.00	1.82	0.00	1.82
	0.00	0.00	100.00	0.00	
	0.00	0.00	4.00	0.00	
TOTAL	10	11	25	9	55
	16.18	20.00	45.45	16.36	100.00

FREQUENCY MISSING = 334

TELECOMMUNICATIONS

MODULE		TYPE OF INSTITUTION				TOTAL
		2 Year College	4 Year College	University	Other	
TOTAL	Response	88	133	128	58	389
BITNET	COUNT	8	4	15	8	27
	PERCENT	3.81	3.01	11.98	10.00	8.94
DECNET	COUNT	2	4	7	6	18
	PERCENT	2.50	3.01	6.60	10.00	4.63
MAILNET	COUNT	0	2	2	2	6
	PERCENT	-	1.50	1.59	4.00	1.54
PACNET	COUNT	0	0	0	0	0
	PERCENT	-	-	-	-	-
THE SOURCE	COUNT	3	1	3	1	8
	PERCENT	3.75	0.75	2.30	2.00	2.06
COMPUERVE	COUNT	2	2	3	2	9
	PERCENT	2.50	1.50	2.30	4.00	2.31
EIES	COUNT	0	2	10	0	12
	PERCENT	-	1.50	7.94	-	3.08
CONFER II	COUNT	1	0	4	0	5
	PERCENT	1.25	-	3.17	-	1.29

METHOD OF DEVELOPMENT OF APPLICATION

METHOD OF DEVELOPMENT OF APPLICATION

SOFTWARE FIRM

TABLE OF VAR229 BY VAR4

VAR229 (APPOINTMENT HISTORY)		VAR4 (TYPE OF INSTITUTION)			
FREQUENCY		2 Year	4 Year	Univer-	Other
PERCENT		College	College	sity	
ROW PCT					
COL PCT					
IN-HOUSE	23	41	57	21	142
	10.90	19.43	27.01	9.95	67.30
	16.20	28.87	40.14	14.79	
	60.53	68.33	68.28	77.78	
CONSULTANTS	4	4	2	1	11
	1.90	1.90	0.95	0.47	5.21
	36.36	36.36	18.18	9.09	
	10.53	4.67	2.33	3.70	
SOFTWARE PKG	11	15	27	5	58
	5.21	7.11	12.80	2.37	27.49
	18.97	25.86	46.55	8.62	
	28.95	25.00	31.40	18.52	
TOTAL	38	60	86	27	211
	18.01	28.44	40.76	12.80	100.00

FREQUENCY MISSING = 178

SOFTWARE FIRM

TABLE OF VAR231 BY VAR4

VAR231 (PAYROLL)		VAR4 (TYPE OF INSTITUTION)			
FREQUENCY		2 Year	4 Year	Univer-	Other
PERCENT		College	College	sity	
ROW PCT					
COL PCT					
IN-HOUSE	23	45	62	24	154
	8.52	16.67	22.96	8.62	57.04
	14.94	29.22	40.26	15.58	
	43.40	60.81	59.62	61.54	
CONSULTANTS	9	10	3	4	26
	3.33	3.70	1.11	1.48	9.63
	34.62	30.46	11.54	15.38	
	16.98	13.51	2.89	10.26	
SOFTWARE PKG	21	19	39	11	90
	7.78	7.04	14.44	4.07	33.33
	23.33	21.11	43.33	12.22	
	39.62	25.68	37.50	28.21	
TOTAL	53	74	104	39	270
	19.63	27.41	38.52	14.44	100.00

FREQUENCY MISSING = 119

SOFTWARE FIRM

TABLE OF VAR230 BY VAR4

VAR230 (APPLICANT RETRIEVAL)		VAR4 (TYPE OF INSTITUTION)			
FREQUENCY		2 Year	4 Year	Univer-	Other
PERCENT		College	College	sity	
ROW PCT					
COL PCT					
IN-HOUSE	16	17	48	13	94
	13.33	14.17	40.00	10.83	78.33
	17.02	18.09	51.06	13.83	
	66.67	77.27	82.76	81.25	
CONSULTANTS	1	0	1	1	3
	0.83	0.00	0.83	0.83	2.50
	33.33	0.00	33.33	33.33	
	4.17	0.00	1.72	6.25	
SOFTWARE PKG	7	5	9	2	23
	5.83	4.17	7.50	1.67	19.17
	30.43	21.74	39.13	8.70	
	29.17	22.73	15.52	12.50	
TOTAL	24	22	58	16	120
	20.00	18.33	48.33	13.33	100.00

FREQUENCY MISSING = 269

SOFTWARE FIRM

TABLE OF VAR232 BY VAR4

VAR232 (BENEFITS)		VAR4 (TYPE OF INSTITUTION)			
FREQUENCY		2 Year	4 Year	Univer-	Other
PERCENT		College	College	sity	
ROW PCT					
COL PCT					
IN-HOUSE	8	18	25	13	64
	7.27	16.36	22.73	11.82	58.18
	12.50	28.12	39.06	20.31	
	42.11	64.29	59.52	61.90	
CONSULTANTS	2	4	1	0	7
	1.82	3.64	0.91	0.00	6.36
	28.57	57.14	14.29	0.00	
	10.53	14.29	2.38	0.00	
SOFTWARE PKG	9	6	16	6	39
	8.18	5.45	14.55	7.27	35.45
	23.08	15.38	41.03	20.51	
	47.37	21.43	38.10	38.10	
TOTAL	19	20	42	21	110
	17.27	25.45	36.18	19.09	100.00

FREQUENCY MISSING = 279

METHOD OF DEVELOPMENT OF APPLICATION

SOFTWARE FIRM

TABLE OF VAR233 BY VAR4

VAR233(SICK LEAVE ACCRUALS) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
IN-HOUSE	21	30	55	22	128
	10.61	15.15	27.78	11.11	64.65
	16.41	23.44	42.97	17.19	
	53.85	58.82	68.75	78.57	
CONSULTANTS	6	5	2	0	13
	3.03	2.53	1.01	0.00	6.57
	46.15	38.46	15.38	0.00	
	15.38	9.80	2.50	0.00	
SOFTWARE PKG	12	16	23	6	57
	6.06	8.08	11.62	3.03	28.79
	21.05	28.07	40.35	10.53	
	30.77	31.37	28.75	21.43	
TOTAL	39	51	80	28	198
	19.70	25.76	40.40	14.14	100.00

FREQUENCY MISSING = 191

SOFTWARE FIRM

TABLE OF VAR234 BY VAR4

VAR234(VACATION ACCRUALS) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
IN-HOUSE	22	31	56	22	131
	10.95	15.42	27.86	10.95	65.17
	16.79	23.66	42.75	16.79	
	55.00	59.62	69.14	78.57	
CONSULTANTS	6	5	2	0	13
	2.99	2.49	1.00	0.00	6.47
	46.15	38.46	15.38	0.00	
	15.00	9.62	2.47	0.00	
SOFTWARE PKG	12	16	23	6	57
	5.97	7.96	11.44	2.99	28.36
	21.05	28.07	40.35	10.53	
	30.00	30.77	28.40	21.43	
TOTAL	40	52	81	28	201
	19.90	25.87	40.30	13.93	100.00

FREQUENCY MISSING = 188

SOFTWARE FIRM

TABLE OF VAR235 BY VAR4

VAR235(HEALTH INSURANCE) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
IN-HOUSE	22	41	66	21	150
	9.44	17.60	28.33	9.01	64.38
	14.67	27.33	44.00	14.00	
	53.66	69.49	65.35	65.63	
CONSULTANTS	4	5	4	2	15
	1.72	2.15	1.72	0.86	6.44
	26.67	33.33	26.67	13.33	
	9.76	8.47	3.96	6.25	
SOFTWARE PKG	15	13	31	9	68
	6.44	5.58	13.30	3.86	29.18
	22.08	19.12	45.59	13.24	
	36.59	22.03	30.69	28.12	
TOTAL	41	59	101	32	233
	17.60	25.32	43.35	13.73	100.00

FREQUENCY MISSING = 156

SOFTWARE FIRM

TABLE OF VAR236 BY VAR4

VAR236(LIFE INSURANCE) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
IN-HOUSE	21	37	64	20	142
	9.50	16.74	28.96	9.05	64.25
	14.79	26.06	45.07	14.08	
	55.26	67.27	65.98	64.52	
CONSULTANTS	4	5	4	2	15
	1.81	2.28	1.81	0.90	6.79
	26.67	33.33	26.67	13.33	
	10.53	9.09	4.12	6.45	
SOFTWARE PKG	13	13	29	9	64
	5.88	5.88	13.12	4.07	28.96
	20.31	20.31	45.31	14.06	
	34.21	23.64	29.90	29.03	
TOTAL	38	55	97	31	221
	17.19	24.89	43.89	14.03	100.00

FREQUENCY MISSING = 168

METHOD OF DEVELOPMENT OF APPLICATION

SOFTWARE FIRM

TABLE OF VAR237 BY VAR4

VAR237(DISABILITY)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year	4 Year	Univer-	Other		TOTAL
	College	College	sity			
IN-HOUSE	18	37	54	19		128
	9.37	19.27	28.12	9.90		66.67
	14.06	28.91	42.19	14.84		
	54.55	71.15	87.50	70.37		
CONSULTANTS	4	5	1	2		12
	2.08	2.60	0.52	1.04		6.25
	33.33	41.67	8.33	16.67		
	12.12	9.62	1.25	7.41		
SOFTWARE PKG	11	10	25	6		52
	5.73	5.21	13.02	3.13		27.08
	21.15	19.23	48.08	11.54		
	33.33	19.23	31.25	22.22		
TOTAL	33	52	80	27		192
	17.19	27.08	41.67	14.06		100.00

FREQUENCY MISSING = 197

SOFTWARE FIRM

TABLE OF VAR239 BY VAR4

VAR239(UNEMPLOY COMP INSURANCE)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year	4 Year	Univer-	Other		TOTAL
	College	College	sity			
IN-HOUSE	17	20	36	11		79
	10.17	16.95	30.51	9.32		66.95
	15.19	25.32	45.57	13.92		
	54.55	64.52	72.00	73.33		
CONSULTANTS	3	3	2	1		9
	2.54	2.54	1.69	0.85		7.63
	33.33	33.33	22.22	11.11		
	13.64	9.68	4.00	6.67		
SOFTWARE PKG	7	8	12	3		30
	5.93	6.78	10.17	2.54		25.42
	23.33	26.67	40.00	10.00		
	31.82	25.81	24.00	20.00		
TOTAL	22	31	50	15		118
	18.64	26.27	42.37	12.71		100.00

FREQUENCY MISSING = 271

SOFTWARE FIRM

TABLE OF VAR238 BY VAR4

VAR238(WORKERS COMP INSURANCE)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year	4 Year	Univer-	Other		TOTAL
	College	College	sity			
IN-HOUSE	16	22	38	12		88
	12.50	17.19	29.69	9.37		68.75
	18.18	25.00	43.18	13.64		
	57.14	66.67	73.08	80.00		
CONSULTANTS	4	3	1	1		9
	3.13	2.34	0.78	0.78		7.03
	44.44	33.33	11.11	11.11		
	14.29	9.09	1.92	6.67		
SOFTWARE PKG	8	8	13	2		31
	6.25	6.25	10.16	1.56		24.22
	25.81	25.81	41.94	6.45		
	28.57	24.24	25.00	13.33		
TOTAL	28	33	52	15		128
	21.87	25.78	40.62	11.72		100.00

FREQUENCY MISSING = 261

SOFTWARE FIRM

TABLE OF VAR240 BY VAR4

VAR240(POSITION CONTROL)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year	4 Year	Univer-	Other		TOTAL
	College	College	sity			
IN-HOUSE	16	30	51	12		109
	10.46	19.61	33.33	7.84		71.24
	14.68	27.52	46.79	11.01		
	59.26	76.92	73.91	66.67		
CONSULTANTS	1	4	3	2		10
	0.65	2.61	1.96	1.31		6.54
	10.00	40.00	30.00	20.00		
	3.70	10.26	4.35	11.11		
SOFTWARE PKG	10	5	15	4		34
	6.54	3.27	9.80	2.61		22.22
	29.41	14.71	44.12	11.76		
	37.04	12.82	21.74	22.22		
TOTAL	27	39	69	18		153
	17.65	25.49	45.10	11.76		100.00

FREQUENCY MISSING = 236

METHOD OF DEVELOPMENT OF APPLICATION

SOFTWARE FIRM

TABLE OF VAR2+1 BY VAR4

VAR2+1 (AFFIRMATIVE ACTION/EEO) VAR4 (TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
IN-HOUSE	20	28	71	24	143
	9.52	13.33	33.81	11.43	68.10
	13.99	19.59	49.65	16.78	
	51.28	65.12	71.72	82.76	
CONSULTANTS	5	3	4	1	13
	2.38	1.43	1.90	0.48	6.19
	36.46	23.08	30.77	7.69	
	12.82	6.98	4.04	3.45	
SOFTWARE PKG	14	12	24	4	54
	6.67	5.71	11.43	1.90	25.71
	25.93	22.22	44.44	7.41	
	35.90	27.91	24.24	13.79	
TOTAL	39	43	99	29	210
	18.57	20.48	47.14	13.81	100.00

FREQUENCY MISSING = 179

SOFTWARE FIRM

TABLE OF VAR2+3 BY VAR4

VAR2+3 (JOB EVALUATION PLANNING) VAR4 (TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
IN-HOUSE	9	14	35	6	64
	11.39	17.72	44.30	7.59	81.01
	14.06	21.87	54.69	9.37	
	69.23	70.00	89.74	85.71	
CONSULTANTS	1	1	2	0	4
	1.27	1.27	2.53	0.00	5.08
	25.00	25.00	50.00	0.00	
	7.69	5.00	5.13	0.00	
SOFTWARE PKG	3	5	2	1	11
	3.80	6.33	2.53	1.27	13.92
	27.27	45.45	18.18	9.09	
	23.08	25.00	5.13	14.29	
TOTAL	13	20	39	7	79
	16.46	25.32	49.37	8.86	100.00

FREQUENCY MISSING = 310

SOFTWARE FIRM

TABLE OF VAR2+2 BY VAR4

VAR2+2 (WAGE AND SALARY PLANNING) VAR4 (TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
IN-HOUSE	7	18	24	9	58
	9.33	24.00	32.00	12.00	77.33
	12.07	31.03	41.38	15.52	
	63.64	64.29	88.89	100.00	
CONSULTANTS	2	3	0	0	5
	2.67	4.00	0.00	0.00	6.67
	40.00	60.00	0.00	0.00	
	18.18	10.71	0.00	0.00	
SOFTWARE PKG	2	7	3	0	12
	2.67	9.33	4.00	0.00	16.00
	16.67	58.33	25.00	0.00	
	18.18	25.00	11.11	0.00	
TOTAL	11	28	27	9	75
	14.67	37.33	36.00	12.00	100.00

FREQUENCY MISSING = 314

SOFTWARE FIRM

TABLE OF VAR2+4 BY VAR4

VAR2+4 (SALARY SURVEY) VAR4 (TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
IN-HOUSE	8	17	47	7	79
	8.60	18.28	50.54	7.53	84.95
	10.13	21.52	59.49	8.86	
	66.67	73.91	95.92	77.78	
CONSULTANTS	1	0	0	0	1
	1.08	0.00	0.00	0.00	1.08
	100.00	0.00	0.00	0.00	
	8.33	0.00	0.00	0.00	
SOFTWARE PKG	3	6	2	2	13
	3.23	6.45	2.15	2.15	13.98
	23.08	46.15	15.38	15.38	
	25.00	26.09	4.08	22.22	
TOTAL	12	23	49	9	93
	12.90	24.73	52.66	9.68	100.00

FREQUENCY MISSING = 296

METHOD OF DEVELOPMENT OF APPLICATION

SOFTWARE FIRM

TABLE OF VAR245 BY VAR4

VAR245 (SKILL INVENTORY)		VAR4 (TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year College	4 Year College	Univer- sity	Other		TOTAL
IN-HOUSE	7	4	14	3	28	
	17.50	10.00	35.00	7.50	70.00	
	25.00	14.29	50.00	10.71		
	70.00	66.67	77.78	50.00		
CONSULTANTS	0	1	0	0	1	
	0.00	2.50	0.00	0.00	2.50	
	0.00	100.00	0.00	0.00		
	0.00	16.67	0.00	0.00		
SOFTWARE PKG	3	1	4	3	11	
	7.50	2.50	10.00	7.50	27.50	
	27.27	9.09	36.36	27.27		
	30.00	16.67	22.22	50.00		
TOTAL	10	6	18	6	40	
	25.00	15.00	45.00	15.00	100.00	

FREQUENCY MISSING = 349

SOFTWARE FIRM

TABLE OF VAR247 BY VAR4

VAR247 (OSHA)		VAR4 (TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year College	4 Year College	Univer- sity	Other		TOTAL
IN-HOUSE	5	4	13	4	26	
	17.86	14.29	46.43	14.29	92.86	
	19.23	15.38	50.00	15.38		
	83.33	100.00	92.86	100.00		
CONSULTANTS	1	0	0	0	1	
	3.57	0.00	0.00	0.00	3.57	
	100.00	0.00	0.00	0.00		
	16.67	0.00	0.00	0.00		
SOFTWARE PKG	0	0	1	0	1	
	0.00	0.00	3.57	0.00	3.57	
	0.00	0.00	100.00	0.00		
	0.00	0.00	7.14	0.00		
TOTAL	6	4	14	4	28	
	21.43	14.29	50.00	14.29	100.00	

FREQUENCY MISSING = 361

SOFTWARE FIRM

TABLE OF VAR246 BY VAR4

VAR246 (LABOR RELATIONS)		VAR4 (TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year College	4 Year College	Univer- sity	Other		TOTAL
IN-HOUSE	6	5	17	3	31	
	15.38	12.82	43.59	7.69	79.49	
	19.35	16.13	54.84	9.68		
	75.00	100.00	73.91	100.00		
CONSULTANTS	1	0	1	0	2	
	2.56	0.00	2.56	0.00	5.13	
	50.00	0.00	50.00	0.00		
	12.50	0.00	4.35	0.00		
SOFTWARE PKG	1	0	5	0	6	
	2.56	0.00	12.82	0.00	15.38	
	16.67	0.00	83.33	0.00		
	12.50	0.00	21.74	0.00		
TOTAL	8	5	23	3	39	
	20.51	12.82	58.97	7.69	100.00	

FREQUENCY MISSING = 350

SOFTWARE FIRM

TABLE OF VAR248 BY VAR4

VAR248 (EMPLOYEE UTILIZATION PLANNING)		VAR4 (TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year College	4 Year College	Univer- sity	Other		TOTAL
IN-HOUSE	3	9	12	1	25	
	10.71	32.14	42.86	3.57	89.29	
	12.00	36.00	48.00	4.00		
	75.00	100.00	85.71	100.00		
SOFTWARE PKG	1	0	2	0	3	
	3.57	0.00	7.14	0.00	10.71	
	33.33	0.00	66.67	0.00		
	25.00	0.00	14.29	0.00		
TOTAL	4	9	14	1	28	
	14.29	32.14	50.00	3.57	100.00	

FREQUENCY MISSING = 361

METHOD OF DEVELOPMENT OF APPLICATION

SOFTWARE FIRM

TABLE OF VAR249 BY VAR4

VAR249(PARKING)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY		2 Year	4 Year	Univer-	Other	
PERCENT		College	College	sity		
ROW PCT						
COL PCT						
IN-HOUSE	4	9	39	13	85	
	5.33	12.00	52.00	17.33	86.67	
	6.15	13.85	60.00	20.00		
	57.14	75.00	97.50	81.25		
CONSULTANTS	1	0	0	0	1	
	1.33	0.00	0.00	0.00	1.33	
	100.00	0.00	0.00	0.00		
	14.29	0.00	0.00	0.00		
SOFTWARE PKG	2	3	1	3	9	
	2.67	4.00	1.33	4.00	12.00	
	22.22	33.33	11.11	33.33		
	28.57	25.00	2.50	18.75		
TOTAL	7	12	40	16	75	
	9.33	16.00	53.33	21.33	100.00	

FREQUENCY MISSING = 314

SOFTWARE FIRM

TABLE OF VAR251 BY VAR4

VAR251(TRAINING)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY		2 Year	4 Year	Univer-	Other	
PERCENT		College	College	sity		
ROW PCT						
COL PCT						
IN-HOUSE	6	3	22	5	36	
	12.77	6.38	46.81	10.64	76.60	
	16.67	8.33	61.11	13.89		
	75.00	60.00	78.57	83.33		
CONSULTANTS	1	0	1	0	2	
	2.13	0.00	2.13	0.00	4.26	
	50.00	0.00	50.00	0.00		
	12.50	0.00	3.57	0.00		
SOFTWARE PKG	1	2	5	1	9	
	2.13	4.26	10.64	2.13	19.15	
	11.11	22.22	55.56	11.11		
	12.50	40.00	17.86	16.67		
TOTAL	8	5	28	6	47	
	17.02	10.64	59.57	12.77	100.00	

FREQUENCY MISSING = 342

SOFTWARE FIRM

TABLE OF VAR250 BY VAR4

VAR250(HEGIS)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY		2 Year	4 Year	Univer-	Other	
PERCENT		College	College	sity		
ROW PCT						
COL PCT						
IN-HOUSE	14	32	53	12	111	
	9.59	21.92	36.30	8.22	76.03	
	12.61	28.83	47.75	10.81		
	56.00	76.19	84.13	75.00		
CONSULTANTS	3	3	1	0	7	
	2.05	2.05	0.68	0.00	4.79	
	42.86	42.86	14.29	0.00		
	12.00	7.14	1.59	0.00		
SOFTWARE PKG	8	7	9	4	28	
	5.48	4.79	6.16	2.74	19.18	
	28.57	25.00	32.14	14.29		
	32.00	16.67	14.29	25.00		
TOTAL	25	42	63	16	146	
	17.12	28.77	43.15	10.96	100.00	

FREQUENCY MISSING = 243

SOFTWARE FIRM

TABLE OF VAR252 BY VAR4

VAR252(OTHER)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY		2 Year	4 Year	Univer-	Other	
PERCENT		College	College	sity		
ROW PCT						
COL PCT						
IN-HOUSE	3	3	10	2	18	
	11.54	11.54	38.46	7.69	69.23	
	16.67	16.67	55.56	11.11		
	75.00	50.00	71.43	100.00		
CONSULTANTS	0	0	1	0	1	
	0.00	0.00	3.85	0.00	3.85	
	0.00	0.00	100.00	0.00		
	0.00	0.00	7.14	0.00		
SOFTWARE PKG	1	3	3	0	7	
	3.85	11.54	11.54	0.00	26.92	
	14.29	42.86	42.86	0.00		
	25.00	50.00	21.43	0.00		
TOTAL	4	6	14	2	26	
	15.38	23.08	53.85	7.69	100.00	

FREQUENCY MISSING = 363

YEAR OF APPLICATION DEVELOPMENT

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR253 BY VAR4

VAR253 (APPOINTMENT HISTORY) VAR4 (TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.62 100.00 5.88	1 0.62
1969	1 0.62 100.00 2.94	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.62
1970	1 0.62 16.67 2.94	0 0.00 0.00 0.00	4 2.47 66.67 6.35	1 0.62 16.67 5.88	6 3.70
1971	1 0.62 50.00 2.94	0 0.00 0.00 0.00	1 0.62 50.00 1.59	0 0.00 0.00 0.00	2 1.23
1972	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 1.23 66.67 3.17	1 0.62 33.33 5.88	3 1.85
1973	1 0.62 25.00 2.94	1 0.62 25.00 2.08	2 1.23 50.00 3.17	0 0.00 0.00 0.00	4 2.47
1974	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 1.85 100.00 4.76	0 0.00 0.00 0.00	3 1.85
1975	1 0.62 12.50 2.94	3 1.85 37.50 6.25	4 2.47 50.00 6.35	0 0.00 0.00 0.00	8 4.94
1976	0 0.00 0.00 0.00	1 0.62 25.00 2.08	3 1.85 75.00 4.76	0 0.00 0.00 0.00	4 2.47
1977	0 0.00 0.00 0.00	2 1.23 22.22 4.17	6 3.70 66.67 9.52	1 0.62 11.11 5.88	9 5.56
1978	2 1.23 22.22 5.88	3 1.85 33.33 6.25	3 1.85 33.33 4.76	1 0.62 11.11 5.88	9 5.56
1979	3 1.85 50.00 8.82	1 0.62 16.67 2.08	2 1.23 33.33 3.17	0 0.00 0.00 0.00	6 3.70
TOTAL	34 20.99	48 29.63	63 38.89	17 10.49	162 100.00

(CONTINUED)

VAR253 (APPOINTMENT HISTORY) VAR4 (TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1980	1 0.62 12.50 2.94	4 2.47 50.00 8.33	2 1.23 25.00 3.17	1 0.62 12.50 5.88	8 4.94
1981	4 2.47 30.77 11.76	4 2.47 30.77 8.33	5 3.09 38.46 7.94	0 0.00 0.00 0.00	13 8.02
1982	1 0.62 8.33 2.94	4 2.47 33.33 8.33	5 3.09 41.67 7.94	2 1.23 16.67 11.76	12 7.41
1983	6 3.70 24.00 17.65	9 5.56 36.00 18.75	5 3.09 24.00 9.52	4 2.47 16.00 23.53	25 15.43
1984	9 5.56 26.47 26.47	10 6.17 29.41 20.83	10 6.17 29.41 15.87	5 3.09 14.71 29.41	34 20.99
1985	3 1.85 21.43 8.82	6 3.70 42.86 12.50	5 3.09 35.71 7.94	0 0.00 0.00 0.00	14 8.64
TOTAL	34 20.99	48 29.63	63 38.89	17 10.49	162 100.00

FREQUENCY MISSING = 227

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR254 BY VAR4

VAR254 (APPLICANT RETRIEVAL) VAR4 (TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.05 100.00 2.33	0 0.00 0.00 0.00	1 1.05
1970	1 1.05 50.00 4.55	0 0.00 0.00 0.00	1 1.05 50.00 2.33	0 0.00 0.00 0.00	2 2.11
1973	0 0.00 0.00 0.00	1 1.05 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.05
1975	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.05 100.00 2.33	0 0.00 0.00 0.00	1 1.05
1976	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 2.11 100.00 4.65	0 0.00 0.00 0.00	2 2.11
1977	0 0.00 0.00 0.00	1 1.05 50.00 5.56	0 0.00 0.00 0.00	1 1.05 50.00 8.33	2 2.11
1978	2 2.11 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 2.11
1979	1 1.05 100.00 4.55	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.05
1980	2 2.11 33.33 9.09	1 1.05 16.67 5.56	3 3.16 50.00 6.98	0 0.00 0.00 0.00	6 6.32
1981	4 4.21 30.77 18.18	3 3.16 23.08 16.67	4 4.21 30.77 9.30	2 2.11 15.38 16.67	13 13.68
1982	0 0.00 0.00 0.00	1 1.05 16.67 5.56	5 5.26 83.33 11.63	0 0.00 0.00 0.00	6 6.32
1983	3 3.16 16.67 13.64	4 4.21 22.22 22.22	6 6.32 33.33 13.95	5 5.26 27.78 41.67	18 18.95
1984	8 8.42 30.77 36.36	5 5.26 19.23 27.78	12 12.63 46.15 27.91	1 1.05 3.85 8.33	26 27.37
1985	1 1.05 7.14 4.55	2 2.11 14.29 11.11	8 8.42 57.14 18.60	3 3.16 21.43 25.00	14 14.74
TOTAL	22 23.16	18 18.95	43 45.26	12 12.63	95 100.00

FREQUENCY MISSING = 294

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR255 BY VAR4

VAR255(PAYROLL)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY	PERCENT					
ROW PCT	COL PCT	2 Year	4 Year	Univer-	Other	
		College	College	sity		TOTAL
1965		0	0	1	0	1
	0.00	0.00	0.48	0.00		0.48
	0.00	0.00	100.00	0.00		
	0.00	0.00	1.23	0.00		
1968		0	0	2	1	3
	0.00	0.00	0.96	0.48		1.44
	0.00	0.00	66.67	33.33		
	0.00	0.00	2.47	4.00		
1969		1	0	2	0	3
	0.48	0.00	0.96	0.00		1.44
	33.33	0.00	66.67	0.00		
	2.13	0.00	2.47	0.00		
1970		0	3	6	2	11
	0.00	1.44	2.88	0.96		5.29
	0.00	27.27	54.55	18.18		
	0.00	5.45	7.41	8.00		
1971		1	0	2	0	3
	0.48	0.00	0.96	0.00		1.44
	33.33	0.00	66.67	0.00		
	2.13	0.00	2.47	0.00		
1972		0	1	3	1	5
	0.00	0.48	1.44	0.48		2.40
	0.00	20.00	60.00	20.00		
	0.00	1.82	3.70	4.00		
1973		1	1	1	0	3
	0.48	0.48	0.48	0.00		1.44
	33.33	33.33	33.33	0.00		
	2.13	1.82	1.23	0.00		
1974		2	3	4	1	10
	0.96	1.44	1.92	0.48		4.81
	20.00	30.00	40.00	10.00		
	4.26	5.45	4.94	4.00		
1975		1	2	4	1	8
	0.48	0.96	1.92	0.48		3.85
	12.50	25.00	50.00	12.50		
	2.13	3.64	4.94	4.00		
1976		1	4	6	0	11
	0.48	1.92	2.88	0.00		5.29
	9.09	36.36	54.55	0.00		
	2.13	7.27	7.41	0.00		
1977		1	2	4	2	9
	0.48	0.96	1.92	0.96		4.33
	11.11	22.22	44.44	22.22		
	2.13	3.64	4.94	8.00		
1978		4	7	5	4	20
	1.92	3.37	2.40	1.92		9.62
	20.00	35.00	25.00	20.00		
	8.51	12.73	6.17	16.00		
1979		6	1	5	1	13
	2.88	0.48	2.40	0.48		6.25
	46.15	7.69	38.46	7.69		
	12.77	1.82	6.17	4.00		
1980		1	4	6	1	12
	0.48	1.92	2.88	0.48		5.77
	8.33	33.33	50.00	8.33		
	2.13	7.27	7.41	4.00		
TOTAL		47	55	81	25	208
		22.60	26.44	38.94	12.02	100.00

(CONTINUED)

VAR255(PAYROLL)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY	PERCENT					
ROW PCT	COL PCT	2 Year	4 Year	Univer-	Other	
		College	College	sity		TOTAL
1981		4	6	7	2	19
	1.92	2.88	3.37	0.96		9.13
	21.05	31.58	36.84	10.53		
	8.51	10.91	8.64	8.00		
1982		4	5	6	3	18
	1.92	2.40	2.88	1.44		8.65
	22.22	27.78	33.33	16.67		
	8.51	9.09	7.41	12.00		
1983		9	6	5	3	23
	4.33	2.88	2.40	1.44		11.06
	39.13	26.09	21.74	13.04		
	19.15	10.91	6.17	12.00		
1984		10	6	9	2	27
	4.81	2.88	4.33	0.96		12.98
	37.04	22.22	33.33	7.41		
	21.28	10.91	11.11	8.00		
1985		1	4	3	1	9
	0.48	1.92	1.44	0.48		4.33
	11.11	44.44	33.33	11.11		
	2.13	7.27	3.70	4.00		
TOTAL		47	55	81	25	208
		22.60	26.44	38.94	12.02	100.00

FREQUENCY MISSING = 181

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR256 BY VAR4

VAR256 (BENEFITS)		VAR4 (TYPE OF INSTITUTION)				
FREQUENCY	PERCENT					
ROW PCT						
COL PCT		2 Year	4 Year	Univer-	Other	
		College	College	sity		TOTAL
1968	0	0	0	1	0	1
	0.00	0.00	0.00	1.19	0.00	1.19
	0.00	0.00	0.00	100.00	0.00	
	0.00	0.00	0.00	3.03	0.00	
1970	0	2	2	2	1	5
	0.00	2.38	2.38	2.38	1.19	5.95
	0.00	40.00	40.00	40.00	20.00	
	0.00	10.00	6.06	6.06	8.33	
1973	0	1	2	0	0	3
	0.00	1.19	2.38	0.00	0.00	3.57
	0.00	33.33	66.67	0.00	0.00	
	0.00	5.00	6.06	0.00	0.00	
1974	0	0	1	0	0	1
	0.00	0.00	1.19	0.00	0.00	1.19
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	3.03	0.00	0.00	
1975	0	1	1	0	0	2
	0.00	1.19	1.19	0.00	0.00	2.38
	0.00	50.00	50.00	0.00	0.00	
	0.00	5.00	3.03	0.00	0.00	
1976	1	1	3	0	0	5
	1.19	1.19	3.57	0.00	0.00	5.95
	20.00	20.00	60.00	0.00	0.00	
	5.26	5.00	9.09	0.00	0.00	
1977	0	1	1	1	0	3
	0.00	1.19	1.19	1.19	0.00	3.57
	0.00	33.33	33.33	33.33	0.00	
	0.00	5.00	3.03	8.33	0.00	
1978	0	0	2	0	0	2
	0.00	0.00	2.38	0.00	0.00	2.38
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	6.06	0.00	0.00	
1979	2	1	3	1	0	7
	2.38	1.19	3.57	1.19	0.00	8.33
	28.57	14.29	42.86	14.29	0.00	
	10.53	5.00	9.09	8.33	0.00	
1980	0	1	3	1	0	5
	0.00	1.19	3.57	1.19	0.00	5.95
	0.00	20.00	60.00	20.00	0.00	
	0.00	5.00	9.09	8.33	0.00	
1981	2	3	3	0	0	8
	2.38	3.57	3.57	0.00	0.00	9.52
	25.00	37.50	37.50	0.00	0.00	
	10.53	15.00	9.09	0.00	0.00	
1982	2	1	3	2	0	8
	2.38	1.19	3.57	2.38	0.00	9.52
	25.00	12.50	37.50	25.00	0.00	
	10.53	5.00	9.09	16.67	0.00	
1983	6	4	2	4	0	16
	7.14	4.76	2.38	4.76	0.00	19.05
	37.50	25.00	12.50	25.00	0.00	
	31.58	20.00	6.06	33.33	0.00	
1984	6	1	5	2	0	14
	7.14	1.19	5.95	2.38	0.00	16.67
	42.86	7.14	35.71	14.29	0.00	
	31.58	5.00	15.15	16.67	0.00	
1985	0	3	1	0	0	4
	0.00	3.57	1.19	0.00	0.00	4.76
	0.00	75.00	25.00	0.00	0.00	
	0.00	15.00	3.03	0.00	0.00	
TOTAL	19	20	33	12	84	
	22.62	23.81	39.29	14.29	100.00	

FREQUENCY MISSING = 305

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR257 BY VAR4

VAR257(SICK LEAVE ACCRUALS)			VAR4(TYPE OF INSTITUTION)		
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1965	0	0	1	0	1
	0.00	0.00	0.66	0.00	0.66
	0.00	0.00	100.00	0.00	
	0.00	0.00	1.64	0.00	
1968	0	0	1	1	2
	0.00	0.00	0.66	0.66	1.32
	0.00	0.00	50.00	50.00	
	0.00	0.00	1.64	5.56	
1969	0	0	1	0	1
	0.00	0.00	0.66	0.00	0.66
	0.00	0.00	100.00	0.00	
	0.00	0.00	1.64	0.00	
1970	0	1	4	2	7
	0.00	0.66	2.65	1.32	4.64
	0.00	14.29	57.14	28.57	
	0.00	2.56	6.56	11.11	
1971	0	0	1	0	1
	0.00	0.00	0.66	0.00	0.66
	0.00	0.00	100.00	0.00	
	0.00	0.00	1.64	0.00	
1972	0	0	1	0	1
	0.00	0.00	0.66	0.00	0.66
	0.00	0.00	100.00	0.00	
	0.00	0.00	1.64	0.00	
1973	0	0	1	0	1
	0.00	0.00	0.66	0.00	0.66
	0.00	0.00	100.00	0.00	
	0.00	0.00	1.64	0.00	
1974	1	1	3	0	5
	0.66	0.66	1.99	0.00	3.31
	20.00	20.00	60.00	0.00	
	3.03	2.56	4.92	0.00	
1975	2	2	1	1	6
	1.32	1.32	0.66	0.66	3.97
	33.33	33.33	16.67	16.67	
	6.06	5.13	1.64	5.56	
1976	0	1	3	0	4
	0.00	0.66	1.99	0.00	2.65
	0.00	25.00	75.00	0.00	
	0.00	2.56	4.92	0.00	
1977	0	2	3	0	5
	0.00	1.32	1.99	0.00	3.31
	0.00	40.00	60.00	0.00	
	0.00	5.13	4.92	0.00	
1978	0	4	3	2	9
	0.00	2.65	1.99	1.32	5.96
	0.00	44.44	33.33	22.22	
	0.00	10.26	4.92	11.11	
1979	2	1	2	1	6
	1.32	0.66	1.32	0.66	3.97
	33.33	16.67	33.33	16.67	
	6.06	2.56	3.28	5.56	
1980	1	1	7	3	12
	0.66	0.66	4.64	1.99	7.95
	8.33	8.33	58.33	25.00	
	3.03	2.56	11.48	16.67	
TOTAL	33	39	61	18	151
	21.85	25.83	40.40	11.92	100.00

(CONTINUED)

VAR257(SICK LEAVE ACCRUALS)				VAR4(TYPE OF INSTITUTION)	
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1981	6 3.97 35.29 18.18	7 4.64 41.18 17.95	4 2.65 23.53 6.56	0 0.00 0.00 0.00	17 11.26
1982	6 3.97 35.29 18.18	2 1.32 11.76 5.13	7 4.64 41.18 11.48	2 1.32 11.76 11.11	17 11.26
1983	7 4.64 31.82 21.21	7 4.64 31.82 17.95	4 2.65 18.18 6.56	4 2.65 18.18 22.22	22 14.57
1984	6 3.97 23.08 18.18	7 4.64 26.92 17.95	11 7.28 42.31 18.03	2 1.32 7.69 11.11	26 17.22
1985	2 1.32 25.00 6.06	3 1.99 37.50 7.69	3 1.99 37.50 4.92	0 0.00 0.00 0.00	8 5.30
TOTAL	33 21.85	39 25.83	61 40.40	18 11.92	151 100.00

FREQUENCY MISSING = 236

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR258 BY VAR4

VAR258(VACATION ACCRUALS) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1965	0	0	1	0	1
	0.00	0.00	0.67	0.00	0.67
	0.00	0.00	100.00	0.00	
	0.00	0.00	1.64	0.00	
1968	0	0	1	1	2
	0.00	0.00	0.67	0.67	1.34
	0.00	0.00	50.00	50.00	
	0.00	0.00	1.64	5.56	
1969	0	0	1	0	1
	0.00	0.00	0.67	0.00	0.67
	0.00	0.00	100.00	0.00	
	0.00	0.00	1.64	0.00	
1970	0	1	4	2	7
	0.00	0.67	2.68	1.34	4.70
	0.00	14.29	57.14	28.57	
	0.00	2.56	6.56	11.11	
1971	0	0	1	0	1
	0.00	0.00	0.67	0.00	0.67
	0.00	0.00	100.00	0.00	
	0.00	0.00	1.64	0.00	
1972	0	0	1	0	1
	0.00	0.00	0.67	0.00	0.67
	0.00	0.00	100.00	0.00	
	0.00	0.00	1.64	0.00	
1973	0	1	1	0	2
	0.00	0.67	0.67	0.00	1.34
	0.00	50.00	50.00	0.00	
	0.00	2.56	1.64	0.00	
1974	1	1	3	0	5
	0.67	0.67	2.01	0.00	3.36
	20.00	20.00	60.00	0.00	
	3.23	2.56	4.92	0.00	
1975	2	2	1	1	6
	1.34	1.34	0.67	0.67	4.03
	33.33	33.33	16.67	16.67	
	6.45	5.13	1.64	5.56	
1976	0	1	3	0	4
	0.00	0.67	2.01	0.00	2.68
	0.00	25.00	75.00	0.00	
	0.00	2.56	4.92	0.00	
1977	0	2	3	0	5
	0.00	1.34	2.01	0.00	3.36
	0.00	40.00	60.00	0.00	
	0.00	5.13	4.92	0.00	
1978	0	3	3	2	8
	0.00	2.01	2.01	1.34	5.37
	0.00	37.50	37.50	25.00	
	0.00	7.69	4.92	11.11	
1979	2	1	2	1	6
	1.34	0.67	1.34	0.67	4.03
	33.33	16.67	33.33	16.67	
	6.45	2.56	3.78	5.56	
1980	0	1	8	3	12
	0.00	0.67	5.37	2.01	8.05
	0.00	8.33	66.67	25.00	
	0.00	2.56	13.11	16.67	
TOTAL	31	39	61	18	149
	20.81	26.17	40.94	12.08	100.00

(CONTINUED)

VAR258(VACATION ACCRUALS) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1981	6	7	4	0	17
	4.03	4.70	2.68	0.00	11.41
	35.29	41.18	23.53	0.00	
	19.35	17.95	6.56	0.00	
1982	6	2	6	2	16
	4.03	1.34	4.03	1.34	10.74
	37.50	12.50	37.50	12.50	
	19.35	5.13	9.04	11.11	
1983	7	6	4	4	21
	4.70	4.03	2.68	2.68	14.09
	33.33	28.57	19.05	19.05	
	22.58	15.38	6.56	22.22	
1984	6	8	11	2	27
	4.03	5.37	7.30	1.34	18.12
	22.22	29.63	40.74	7.41	
	19.35	20.51	18.03	11.11	
1985	1	3	3	0	7
	0.67	2.01	2.01	0.00	4.70
	14.29	42.86	42.86	0.00	
	3.23	7.69	4.92	0.00	
TOTAL	31	39	61	18	149
	20.81	26.17	40.94	12.08	100.00

FREQUENCY MISSING = 240

YEAR OF APPLICATION DEVELOPMENT
TABLE OF VAR259 BY VAR4

VAR259(HEALTH INSURANCE) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0	0	1	1	2
	0.00	0.00	0.57	0.57	1.14
	0.00	0.00	50.00	50.00	
	0.00	0.00	1.30	5.26	
1969	1	0	2	0	3
	0.57	0.00	1.14	0.00	1.71
	33.33	0.00	66.67	0.00	
	2.86	0.00	2.60	0.00	
1970	0	2	5	2	9
	0.00	1.14	2.86	1.14	5.14
	0.00	22.22	55.56	22.22	
	0.00	4.55	8.49	10.53	
1971	1	0	3	0	4
	0.57	0.00	1.71	0.00	2.29
	25.00	0.00	75.00	0.00	
	2.86	0.00	3.90	0.00	
1972	0	0	1	0	1
	0.00	0.00	0.57	0.00	0.57
	0.00	0.00	100.00	0.00	
	0.00	0.00	1.30	0.00	
1973	0	1	2	0	3
	0.00	0.57	1.14	0.00	1.71
	0.00	33.33	66.67	0.00	
	0.00	2.27	2.60	0.00	
1974	1	1	3	0	5
	0.57	0.57	1.71	0.00	2.86
	20.00	20.00	60.00	0.00	
	2.86	2.27	3.90	0.00	
1975	1	3	3	0	7
	0.57	1.71	1.71	0.00	4.00
	14.29	42.86	42.86	0.00	
	2.86	6.82	3.90	0.00	
1976	0	3	4	0	7
	0.00	1.71	2.29	0.00	4.00
	0.00	42.86	57.14	0.00	
	0.00	6.82	5.19	0.00	
1977	0	2	3	1	6
	0.00	1.14	1.71	0.57	3.43
	0.00	33.33	50.00	16.67	
	0.00	4.55	3.90	5.26	
1978	0	1	2	3	6
	0.00	0.57	1.14	1.71	3.43
	0.00	16.67	33.33	50.00	
	0.00	2.27	2.60	15.79	
1979	3	2	6	1	12
	1.71	1.14	3.43	0.57	6.86
	25.00	16.67	50.00	8.33	
	8.57	4.55	7.79	5.26	
TOTAL	35	44	77	19	175
	20.00	25.14	44.00	10.86	100.00

(CONTINUED)

VAR259(HEALTH INSURANCE) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1980	1	3	7	2	13
	0.57	1.71	4.00	1.14	7.43
	7.69	23.08	53.85	15.38	
	2.86	6.82	9.09	10.53	
1981	3	3	8	0	14
	1.71	1.71	4.57	0.00	8.00
	21.43	21.43	57.14	0.00	
	8.57	6.82	10.39	0.00	
1982	4	4	7	1	16
	2.29	2.29	4.00	0.57	9.14
	25.00	25.00	43.75	6.25	
	11.43	9.09	9.09	5.26	
1983	11	8	4	6	29
	6.29	4.57	2.29	3.43	16.57
	37.93	27.59	13.79	20.69	
	31.43	18.18	5.19	31.58	
1984	8	7	10	1	26
	4.57	4.00	5.71	0.57	14.86
	30.77	26.92	38.46	3.85	
	22.86	15.91	12.99	5.26	
1985	1	4	6	1	12
	0.57	2.29	3.43	0.57	6.86
	8.33	33.33	50.00	8.33	
	2.86	9.09	7.79	5.26	
TOTAL	35	44	77	19	175
	20.00	25.14	44.00	10.86	100.00

FREQUENCY MISSING = 214

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR260 BY VAR4

VAR260(LIFE INSURANCE)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY	PERCENT					
ROW PCT	COL PCT	2 Year	4 Year	Univer-	Other	
		College	College	sity		TOTAL
1968	0	0	1	1	2	
	0.00	0.00	0.62	0.62	1.23	
	0.00	0.00	50.00	50.00		
	0.00	0.00	1.37	5.56		
1969	1	0	2	0	3	
	0.62	0.00	1.23	0.00	1.85	
	33.33	0.00	86.67	0.00		
	3.13	0.00	2.74	0.00		
1970	0	2	5	2	9	
	0.00	1.23	3.09	1.23	5.56	
	0.00	22.22	55.56	22.22		
	0.00	5.13	6.85	11.11		
1971	1	0	3	0	4	
	0.62	0.00	1.85	0.00	2.47	
	25.00	0.00	75.00	0.00		
	3.13	0.00	4.11	0.00		
1972	0	0	1	0	1	
	0.00	0.00	0.62	0.00	0.62	
	0.00	0.00	100.00	0.00		
	0.00	0.00	1.37	0.00		
1973	0	1	0	0	2	
	0.00	0.62	0.62	0.00	1.23	
	0.00	50.00	50.00	0.00		
	0.00	2.56	1.37	0.00		
1974	1	1	3	0	5	
	0.62	0.62	1.85	0.00	3.09	
	20.00	20.00	60.00	0.00		
	3.13	2.56	4.11	0.00		
1975	1	3	2	0	6	
	0.62	1.85	1.23	0.00	3.70	
	18.67	50.00	33.33	0.00		
	3.13	7.69	2.74	0.00		
1976	0	3	4	0	7	
	0.00	1.85	2.47	0.00	4.32	
	0.00	42.86	57.14	0.00		
	0.00	7.69	5.48	0.00		
1977	0	2	3	1	6	
	0.00	1.23	1.85	0.62	3.70	
	0.00	33.33	50.00	16.67		
	0.00	5.13	4.11	5.56		
1978	0	1	2	3	6	
	0.00	0.62	1.23	1.85	3.70	
	0.00	18.67	33.33	50.00		
	0.00	2.56	2.74	18.67		
1979	3	2	5	1	11	
	1.85	1.23	3.09	0.62	6.79	
	27.27	18.18	45.45	9.09		
	9.37	5.13	6.85	5.56		
TOTAL	32	39	73	18	162	
	19.75	24.07	45.06	11.11	100.00	

(CONTINUED)

VAR260(LIFE INSURANCE)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY	PERCENT					
ROW PCT	COL PCT	2 Year	4 Year	Univer-	Other	
		College	College	sity		TOTAL
1980	1	2	6	2	11	
	0.62	1.23	3.70	1.23	6.79	
	9.09	18.18	54.55	18.18		
	3.13	5.13	8.22	11.11		
1981	3	3	9	0	15	
	1.85	1.85	5.56	0.00	9.26	
	20.00	20.00	60.00	0.00		
	9.37	7.69	12.33	0.00		
1982	4	3	7	0	14	
	2.47	1.95	4.32	0.00	8.64	
	28.57	21.43	50.00	0.00		
	12.50	7.69	9.59	0.00		
1983	10	7	4	6	27	
	6.17	4.32	2.47	3.70	16.67	
	37.04	25.93	14.81	22.22		
	31.25	17.95	5.48	33.33		
1984	7	6	10	1	24	
	4.32	3.70	6.17	0.62	14.81	
	29.17	25.00	41.67	4.17		
	21.87	15.38	13.70	5.56		
1985	0	3	5	1	9	
	0.00	1.85	3.09	0.62	5.56	
	0.00	33.33	55.56	11.11		
	0.00	7.69	6.85	5.56		
TOTAL	32	39	73	18	162	
	19.75	24.07	45.06	11.11	100.00	

FREQUENCY MISSING = 227

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR261 BY VAR4

VAR261(DISABILITY)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY	PERCENT	2 Year	4 Year	Univer-	Other	TOTAL
ROW PCT	COL PCT	College	College	sity		
COL PCT						
1968	0	0	0	1	1	2
	0.00	0.00	0.00	0.71	0.71	1.43
	0.00	0.00	0.00	50.00	50.00	
	0.00	0.00	0.00	1.69	5.88	
1969	1	0	0	1	0	2
	0.71	0.00	0.00	0.71	0.00	1.43
	50.00	0.00	0.00	50.00	0.00	
	3.45	0.00	0.00	1.69	0.00	
1970	1	2	3	2	0	8
	0.71	1.43	2.14	1.43	0.00	5.71
	12.50	25.00	37.50	25.00	0.00	
	3.45	5.71	5.08	11.76	0.00	
1971	0	0	2	0	0	2
	0.00	0.00	1.43	0.00	0.00	1.43
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	3.39	0.00	0.00	
1973	0	1	2	0	0	3
	0.00	0.71	1.43	0.00	0.00	2.14
	0.00	33.33	66.67	0.00	0.00	
	0.00	2.86	3.39	0.00	0.00	
1974	1	1	2	0	0	4
	0.71	0.71	1.43	0.00	0.00	2.86
	25.00	25.00	50.00	0.00	0.00	
	3.45	2.86	3.39	0.00	0.00	
1975	1	3	3	0	0	7
	0.71	2.14	2.14	0.00	0.00	5.00
	14.29	42.86	42.86	0.00	0.00	
	3.45	8.57	5.08	0.00	0.00	
1976	0	3	5	0	0	8
	0.00	2.14	3.57	0.00	0.00	5.71
	0.00	37.50	62.50	0.00	0.00	
	0.00	8.57	8.47	0.00	0.00	
1977	1	2	1	1	0	5
	0.71	1.43	0.71	0.71	0.00	3.57
	20.00	40.00	20.00	20.00	0.00	
	3.45	5.71	1.69	5.88	0.00	
1978	0	1	2	3	0	6
	0.00	0.71	1.43	2.14	0.00	4.29
	0.00	16.67	33.33	50.00	0.00	
	0.00	2.86	3.39	17.65	0.00	
1979	3	1	5	1	0	10
	2.14	0.71	3.57	0.71	0.00	7.14
	30.00	10.00	50.00	10.00	0.00	
	10.34	2.86	8.47	5.88	0.00	
1980	0	3	5	2	0	10
	0.00	2.14	3.57	1.43	0.00	7.14
	0.00	30.00	50.00	20.00	0.00	
	0.00	8.57	8.47	11.76	0.00	
TOTAL	29	35	59	17	140	100.00
	20.71	25.00	42.14	12.14		

(CONTINUED)

VAR261(DISABILITY)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY	PERCENT	2 Year	4 Year	Univer-	Other	TOTAL
ROW PCT	COL PCT	College	College	sity		
COL PCT						
1981	3	2	6	0	0	11
	2.14	1.43	4.29	0.00	0.00	7.86
	27.27	18.18	54.55	0.00	0.00	
	10.34	5.71	10.17	0.00	0.00	
1982	3	2	6	0	0	11
	2.14	1.43	4.29	0.00	0.00	7.86
	27.27	18.18	54.55	0.00	0.00	
	10.34	5.71	10.17	0.00	0.00	
1983	10	7	2	6	0	25
	7.14	5.00	1.43	4.29	0.00	17.86
	40.00	28.00	8.00	24.00	0.00	
	34.48	20.00	3.39	35.29	0.00	
1984	5	4	8	0	0	17
	3.57	2.86	5.71	0.00	0.00	12.14
	29.41	23.53	47.06	0.00	0.00	
	17.24	11.43	13.56	0.00	0.00	
1985	0	3	5	1	0	9
	0.00	2.14	3.57	0.71	0.00	6.43
	0.00	33.33	55.56	11.11	0.00	
	0.00	8.57	8.47	5.88	0.00	
TOTAL	29	35	59	17	140	100.00
	20.71	25.00	42.14	12.14		

FREQUENCY MISSING = 249

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR262 BY VAR4

VAR262(WORKERS COMP INSURANCE) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1965	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.14 100.00 2.70	0 0.00 0.00 0.00	1 1.14
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 2.27 100.00 5.41	0 0.00 0.00 0.00	2 2.27
1969	1 1.14 100.00 4.35	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.14
1970	0 0.00 0.00 0.00	2 2.27 40.00 11.11	2 2.27 40.00 5.41	1 1.14 20.00 10.00	5 5.68
1971	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.14 100.00 2.70	0 0.00 0.00 0.00	1 1.14
1973	0 0.00 0.00 0.00	1 1.14 33.33 5.56	2 2.27 66.67 5.41	0 0.00 0.00 0.00	3 3.41
1974	1 1.14 100.00 4.35	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.14
1975	0 0.00 0.00 0.00	1 1.14 25.00 5.56	3 3.41 75.00 9.11	0 0.00 0.00 0.00	4 4.55
1976	0 0.00 0.00 0.00	2 2.27 28.57 11.11	5 5.68 71.43 13.51	0 0.00 0.00 0.00	7 7.95
1977	0 0.00 0.00 0.00	1 1.14 33.33 5.56	1 1.14 33.33 2.70	1 1.14 33.33 10.00	3 3.41
1978	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.14 25.00 2.70	3 3.41 75.00 30.00	4 4.55
1979	1 1.14 25.00 4.35	0 0.00 0.00 0.00	2 2.27 50.00 5.41	1 1.14 25.00 10.00	4 4.55
TOTAL	23 26.14	18 20.45	37 42.05	10 11.36	68 100.00

(CONTINUED)

VAR262(WORKERS COMP INSURANCE) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1980	0 0.00 0.00 0.00	1 1.14 25.00 5.56	2 2.27 50.00 5.41	1 1.14 25.00 10.00	4 4.55
1981	3 3.41 42.86 13.04	0 0.00 0.00 0.00	4 4.55 57.14 10.81	0 0.00 0.00 0.00	7 7.95
1982	2 2.27 25.00 8.70	3 3.41 37.50 16.67	3 3.41 37.50 8.11	0 0.00 0.00 0.00	8 9.09
1983	10 11.36 62.50 43.48	3 3.41 18.75 16.67	1 1.14 6.25 2.70	2 2.27 12.50 20.00	16 18.18
1984	5 5.68 55.56 21.74	1 1.14 11.11 5.56	3 3.41 33.33 8.11	0 0.00 0.00 0.00	9 10.23
1985	0 0.00 0.00 0.00	3 3.41 37.50 16.67	4 4.55 50.00 10.81	1 1.14 12.50 10.00	8 9.09
TOTAL	23 26.14	18 20.45	37 42.05	10 11.36	88 100.00

FREQUENCY MISSING = 301

YEAR OF APPLICATION DEVELOPMENT
TABLE OF VAR263 BY VAR4

VAR263(UNEMPLOY COMP INSURANCE) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1961	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.19 100.00 3.03	0 0.00 0.00 0.00	1 1.19
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 2.38 100.00 6.06	0 0.00 0.00 0.00	2 2.38
1969	1 1.19 50.00 4.55	0 0.00 0.00 0.00	1 1.19 50.00 3.03	0 0.00 0.00 0.00	2 2.38
1970	0 0.00 0.00 0.00	2 2.38 50.00 10.00	1 1.19 25.00 3.03	1 1.19 25.00 11.11	4 4.76
1971	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.19 100.00 3.03	0 0.00 0.00 0.00	1 1.19
1973	0 0.00 0.00 0.00	1 1.19 33.33 5.00	2 2.38 66.67 6.06	0 0.00 0.00 0.00	3 3.57
1974	0 0.00 0.00 0.00	1 1.19 50.00 5.00	1 1.19 50.00 3.03	0 0.00 0.00 0.00	2 2.38
1975	0 0.00 0.00 0.00	1 1.19 50.00 5.00	1 1.19 50.00 3.03	0 0.00 0.00 0.00	2 2.38
1976	0 0.00 0.00 0.00	2 2.38 33.33 10.00	4 4.76 66.67 12.12	0 0.00 0.00 0.00	6 7.14
1977	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.19 50.00 3.03	1 1.19 50.00 11.11	2 2.38
1978	0 0.00 0.00 0.00	1 1.19 16.67 5.00	2 2.38 33.33 6.06	3 3.57 50.00 33.33	6 7.14
1979	1 1.19 20.00 4.55	0 0.00 0.00 0.00	3 3.57 60.00 9.09	1 1.19 20.00 11.11	5 5.95
TOTAL	22 26.19	20 23.81	33 39.29	9 10.71	84 100.00

(CONTINUED)

VAR263(UNEMPLOY COMP INSURANCE) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1980	0 0.00 0.00 0.00	1 1.19 33.33 5.00	1 1.19 33.33 3.03	1 1.19 33.33 11.11	3 3.57
1981	3 3.57 50.00 13.64	0 0.00 0.00 0.00	3 3.57 50.00 9.09	0 0.00 0.00 0.00	6 7.14
1982	2 2.38 28.57 9.09	3 3.57 42.86 15.00	2 2.38 28.57 6.06	0 0.00 0.00 0.00	7 8.33
1983	8 9.52 61.54 36.36	3 3.57 23.08 15.00	0 0.00 0.00 0.00	2 2.38 15.38 22.22	13 15.48
1984	7 8.33 70.00 31.82	1 1.19 10.00 5.00	2 2.38 20.00 6.06	0 0.00 0.00 0.00	10 11.90
1985	0 0.00 0.00 0.00	4 4.76 44.44 20.00	5 5.95 55.56 15.15	0 0.00 0.00 0.00	9 10.71
TOTAL	22 26.19	20 23.81	33 39.29	9 10.71	84 100.00

FREQUENCY MISSING = 305

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR264 BY VAR4

VAR264 (POSITION CONTROL) VAR4 (TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0	0	1	0	1
	0.00	0.00	0.85	0.00	0.85
	0.00	0.00	100.00	0.00	
	0.00	0.00	2.00	0.00	
1969	1	0	2	0	3
	0.85	0.00	1.69	0.00	2.54
	33.33	0.00	66.67	0.00	
	4.00	0.00	4.00	0.00	
1970	1	0	1	0	2
	0.85	0.00	0.85	0.00	1.69
	50.00	0.00	50.00	0.00	
	4.00	0.00	2.00	0.00	
1971	1	0	1	0	2
	0.85	0.00	0.85	0.00	1.69
	50.00	0.00	50.00	0.00	
	4.00	0.00	2.00	0.00	
1972	0	0	1	0	1
	0.00	0.00	0.85	0.00	0.85
	0.00	0.00	100.00	0.00	
	0.00	0.00	2.00	0.00	
1973	0	1	1	0	2
	0.00	0.85	0.85	0.00	1.69
	0.00	50.00	50.00	0.00	
	0.00	3.45	2.00	0.00	
1974	0	1	0	0	1
	0.00	0.85	0.00	0.00	0.85
	0.00	100.00	0.00	0.00	
	0.00	3.45	0.00	0.00	
1975	0	0	1	0	1
	0.00	0.00	0.85	0.00	0.85
	0.00	0.00	100.00	0.00	
	0.00	0.00	2.00	0.00	
1976	0	1	5	1	7
	0.00	0.85	4.24	0.85	5.93
	0.00	14.29	71.43	14.29	
	0.00	3.45	10.00	7.14	
1977	0	3	2	1	6
	0.00	2.54	1.69	0.85	5.08
	0.00	50.00	33.33	16.67	
	0.00	10.34	4.00	7.14	
1978	0	2	2	1	5
	0.00	1.69	1.69	0.85	4.24
	0.00	40.00	40.00	20.00	
	0.00	6.90	4.00	7.14	
1979	4	1	0	0	5
	3.39	0.85	0.00	0.00	4.24
	80.00	20.00	0.00	0.00	
	16.00	3.45	0.00	0.00	
TOTAL	25	29	50	14	118
	21.19	24.58	42.37	11.86	100.00

(CONTINUED)

VAR264 (POSITION CONTROL) VAR4 (TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1980	0	2	2	0	4
	0.00	1.69	1.69	0.00	3.39
	0.00	50.00	50.00	0.00	
	0.00	6.90	4.00	0.00	
1981	4	4	6	1	15
	3.39	3.39	5.08	0.85	12.71
	26.67	26.67	40.00	6.67	
	16.00	13.79	12.00	7.14	
1982	1	4	5	4	14
	0.85	3.39	4.24	3.39	11.86
	7.14	28.57	35.71	28.57	
	4.00	13.79	10.00	28.57	
1983	6	3	3	4	16
	5.08	2.54	2.54	3.39	13.56
	37.50	18.75	18.75	25.00	
	24.00	10.34	6.00	28.57	
1984	6	3	13	1	23
	5.08	2.54	11.02	0.85	19.49
	28.09	13.04	56.52	4.35	
	24.00	10.34	26.00	7.14	
1985	1	4	4	1	10
	0.85	3.39	3.39	0.85	8.47
	10.00	40.00	40.00	10.00	
	4.00	13.79	8.00	7.14	
TOTAL	25	29	50	14	118
	21.19	24.58	42.37	11.86	100.00

FREQUENCY MISSING = 271

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR265 BY VAR4

VAR265(AFFIRMATIVE ACTION/EE0) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.63 100.00 1.35	0 0.00 0.00 0.00	1 0.63
1969	1 0.63 50.00 2.86	0 0.00 0.00 0.00	1 0.63 50.00 1.35	0 0.00 0.00 0.00	2 1.27
1970	0 0.00 0.00 0.00	0 0.00 0.00 0.00	4 2.53 100.00 5.41	0 0.00 0.00 0.00	4 2.53
1971	1 0.63 100.00 2.86	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.63
1972	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.63 100.00 1.35	0 0.00 0.00 0.00	1 0.63
1973	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.63 100.00 1.35	0 0.00 0.00 0.00	1 0.63
1974	2 1.27 40.00 5.71	0 0.00 0.00 0.00	3 1.90 60.00 4.05	0 0.00 0.00 0.00	5 3.16
1975	0 0.00 0.00 0.00	3 1.90 50.00 10.34	3 1.90 50.00 4.05	0 0.00 0.00 0.00	6 3.80
1976	0 0.00 0.00 0.00	1 0.63 25.00 3.45	3 1.90 75.00 4.05	0 0.00 0.00 0.00	4 2.53
1977	0 0.00 0.00 0.00	1 0.63 14.29 3.45	5 3.16 71.43 6.76	1 0.63 14.29 5.00	7 4.43
1978	1 0.63 10.00 2.86	2 1.27 20.00 6.90	5 3.16 50.00 6.76	2 1.27 20.00 10.00	10 6.33
1979	5 3.16 35.71 14.29	2 1.27 14.29 6.90	5 3.16 35.71 6.76	2 1.27 14.29 10.00	14 8.86
TOTAL	35 22.15	29 18.35	74 46.84	20 12.66	158 100.00

(CONTINUED)

VAR265(AFFIRMATIVE ACTION/EE0) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1980	1 0.63 7.69 2.86	4 2.53 30.77 13.79	7 4.43 53.85 9.46	1 0.63 7.69 5.00	13 8.23
1981	4 2.53 36.36 11.43	1 0.63 9.09 3.45	4 2.53 36.36 5.41	2 1.27 18.18 10.00	11 6.96
1982	4 2.53 25.00 11.43	1 0.63 6.25 3.45	8 5.06 50.00 10.81	3 1.90 18.75 15.00	16 10.13
1983	7 4.43 26.92 20.00	4 2.53 15.38 13.79	10 6.33 38.46 13.51	5 3.16 19.23 25.00	26 16.46
1984	6 3.80 28.57 17.14	5 3.16 23.81 17.24	8 5.06 38.10 10.81	2 1.27 9.52 10.00	21 13.29
1985	3 1.90 20.00 8.57	5 3.16 33.33 17.24	5 3.16 33.33 6.76	2 1.27 13.33 10.00	15 9.49
TOTAL	35 22.15	29 18.35	74 46.84	20 12.66	158 100.00

FREQUENCY MISSING = 231

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR266 BY VAR4

VAR266(WAGE AND SALARY PLANNING) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.92 100.00 5.88	0 0.00 0.00 0.00	1 1.92
1970	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.92 100.00 5.88	0 0.00 0.00 0.00	1 1.92
1971	1 1.92 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.92
1973	0 0.00 0.00 0.00	1 1.92 100.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.92
1975	0 0.00 0.00 0.00	1 1.92 50.00 5.00	1 1.92 50.00 5.88	0 0.00 0.00 0.00	2 3.85
1976	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 3.85 66.67 11.76	1 1.92 33.33 25.00	3 5.77
1977	1 1.92 50.00 9.09	1 1.92 50.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 3.85
1978	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 3.85 100.00 11.76	0 0.00 0.00 0.00	2 3.85
1979	1 1.92 33.33 9.09	2 3.85 66.67 10.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 5.77
1980	1 1.92 14.29 9.09	2 3.85 28.57 10.00	3 5.77 42.86 17.65	1 1.92 14.29 25.00	7 13.46
1981	2 3.85 66.67 18.18	0 0.00 0.00 0.00	1 1.92 33.33 5.88	0 0.00 0.00 0.00	3 5.77
1982	2 3.85 33.33 18.18	1 1.92 16.67 5.00	3 5.77 50.00 17.65	0 0.00 0.00 0.00	6 11.54
1983	1 1.92 9.09 9.09	6 11.54 54.55 30.00	2 3.85 18.18 11.76	2 3.85 18.18 50.00	11 21.15
1984	1 1.92 14.29 9.09	5 9.62 71.43 25.00	1 1.92 14.29 5.88	0 0.00 0.00 0.00	7 13.46
1985	1 1.92 50.00 9.09	1 1.92 50.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 3.85
TOTAL	11 21.15	20 38.46	17 32.69	4 7.69	52 100.00

FREQUENCY MISSING = 337

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR267 BY VAR4

VAR267 (JOB EVALUATION PLANNING) VAR4 (TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 3.70 100.00 8.00	0 0.00 0.00 0.00	2 3.70
1970	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.85 100.00 4.00	0 0.00 0.00 0.00	1 1.85
1973	0 0.00 0.00 0.00	1 1.85 100.00 7.14	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.85
1975	0 0.00 0.00 0.00	1 1.85 50.00 7.14	1 1.85 50.00 4.00	0 0.00 0.00 0.00	2 3.70
1976	1 1.85 33.33 7.69	0 0.00 0.00 0.00	2 3.70 66.67 8.00	0 0.00 0.00 0.00	3 5.56
1977	0 0.00 0.00 0.00	1 1.85 50.00 7.14	0 0.00 0.00 0.00	1 1.85 50.00 50.00	2 3.70
1978	0 0.00 0.00 0.00	1 1.85 33.33 7.14	2 3.70 66.67 8.00	0 0.00 0.00 0.00	3 5.56
1979	2 3.70 66.67 15.38	0 0.00 0.00 0.00	1 1.85 33.33 4.00	0 0.00 0.00 0.00	3 5.56
1980	0 0.00 0.00 0.00	1 1.85 50.00 7.14	1 1.85 50.00 4.00	0 0.00 0.00 0.00	2 3.70
1981	1 1.85 25.00 7.69	1 1.85 25.00 7.14	2 3.70 50.00 8.00	0 0.00 0.00 0.00	4 7.41
1982	2 3.70 28.57 15.38	0 0.00 0.00 0.00	4 7.41 57.14 16.00	1 1.85 14.29 50.00	7 12.96
1983	3 5.56 42.86 23.08	3 5.56 42.86 21.43	1 1.85 14.29 4.00	0 0.00 0.00 0.00	7 12.96
1984	3 5.56 27.27 23.08	4 7.41 36.36 28.57	4 7.41 36.36 16.00	0 0.00 0.00 0.00	11 20.37
1985	1 1.85 16.67 7.69	1 1.85 16.67 7.14	4 7.41 66.67 16.00	0 0.00 0.00 0.00	6 11.11
TOTAL	13 24.07	14 25.93	25 46.30	2 3.70	54 100.00

FREQUENCY MISSING = 335

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YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR268 BY VAR4

VAR268(SALARY SURVEY) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.61 100.00 3.85	0 0.00 0.00 0.00	1 1.61
1970	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.61 100.00 3.85	0 0.00 0.00 0.00	1 1.61
1973	0 0.00 0.00 0.00	1 1.61 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.61
1974	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.61 100.00 20.00	1 1.61
1975	1 1.61 25.00 7.69	2 3.23 50.00 11.11	1 1.61 25.00 3.85	0 0.00 0.00 0.00	4 6.45
1976	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.61 100.00 3.85	0 0.00 0.00 0.00	1 1.61
1977	0 0.00 0.00 0.00	1 1.61 50.00 5.56	0 0.00 0.00 0.00	1 1.61 50.00 20.00	2 3.23
1978	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.61 100.00 3.85	0 0.00 0.00 0.00	1 1.61
1979	1 1.61 50.00 7.69	1 1.61 50.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 3.23
1980	0 0.00 0.00 0.00	1 1.61 33.33 5.56	2 3.23 66.67 7.69	0 0.00 0.00 0.00	3 4.84
1981	1 1.61 20.00 7.69	1 1.61 20.00 5.56	3 4.84 60.00 11.54	0 0.00 0.00 0.00	5 8.06
1982	2 3.23 33.33 15.38	0 0.00 0.00 0.00	3 4.84 50.00 11.54	1 1.61 16.67 20.00	6 9.68
1983	3 4.84 33.33 23.08	3 4.84 33.33 16.67	3 4.84 33.33 11.54	0 0.00 0.00 0.00	9 14.52
1984	4 6.45 20.00 30.77	6 9.68 30.00 33.33	8 12.90 40.00 30.77	2 3.23 10.00 40.00	20 32.26
1985	1 1.61 20.00 7.69	2 3.23 40.00 11.11	2 3.23 40.00 7.69	0 0.00 0.00 0.00	5 8.06
TOTAL	13 20.97	18 29.03	26 41.94	5 8.06	62 100.00

FREQUENCY MISSING = 327

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR269 BY VAR4

VAR269(SKILL INVENTORY) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.03 100.00 7.14	0 0.00 0.00 0.00	1 3.03
1970	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.03 100.00 7.14	0 0.00 0.00 0.00	1 3.03
1975	0 0.00 0.00 0.00	1 3.03 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.03
1976	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.03 100.00 7.14	0 0.00 0.00 0.00	1 3.03
1979	2 6.06 100.00 22.22	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 6.06
1980	0 0.00 0.00 0.00	1 3.03 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.03
1981	1 3.03 25.00 11.11	0 0.00 0.00 0.00	3 9.09 75.00 21.43	0 0.00 0.00 0.00	4 12.12
1982	1 3.03 33.33 11.11	0 0.00 0.00 0.00	1 3.03 33.33 7.14	1 3.03 33.33 25.00	3 9.09
1983	1 3.03 25.00 11.11	1 3.03 25.00 16.67	0 0.00 0.00 0.00	2 6.06 50.00 50.00	4 12.12
1984	3 9.09 60.00 33.33	1 3.03 20.00 16.67	1 3.03 20.00 7.14	0 0.00 0.00 0.00	5 15.15
1985	1 3.03 10.00 11.11	2 6.06 20.00 33.33	6 18.18 60.00 42.86	1 3.03 10.00 25.00	10 30.30
TOTAL	9 27.27	6 18.18	14 42.42	4 12.12	33 100.00

FREQUENCY MISSING = 356

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR270 BY VAR4

VAR270(LABOR RELATIONS) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.33 100.00 5.88	0 0.00 0.00 0.00	1 3.33
1969	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.33 100.00 5.88	0 0.00 0.00 0.00	1 3.33
1970	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.33 100.00 5.88	0 0.00 0.00 0.00	1 3.33
1971	1 3.33 100.00 11.11	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.33
1973	0 0.00 0.00 0.00	1 3.33 100.00 33.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.33
1975	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.33 100.00 5.88	0 0.00 0.00 0.00	1 3.33
1976	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.33 100.00 5.88	0 0.00 0.00 0.00	1 3.33
1977	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 10.00 100.00 17.65	0 0.00 0.00 0.00	3 10.00
1979	2 6.67 66.67 22.22	1 3.33 33.33 33.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 10.00
1980	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.33 100.00 5.88	0 0.00 0.00 0.00	1 3.33
1981	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.33 100.00 5.88	0 0.00 0.00 0.00	1 3.33
1982	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.33 100.00 5.88	0 0.00 0.00 0.00	1 3.33
1983	4 13.33 50.00 44.44	1 3.33 12.50 33.33	3 10.00 37.50 17.65	0 0.00 0.00 0.00	8 26.67
1984	2 6.67 40.00 22.22	0 0.00 0.00 0.00	2 6.67 40.00 11.76	1 3.33 20.00 100.00	5 16.67
1985	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 3.33 100.00 5.88	0 0.00 0.00 0.00	1 3.33
TOTAL	9 30.00	3 10.00	17 56.67	1 3.33	30 100.00

FREQUENCY MISSING = 359

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR271 BY VAR4

VAR271 (OSHA)		VAR4 (TYPE OF INSTITUTION)				
FREQUENCY	PERCENT	2 Year	4 Year	Univer-	Other	TOTAL
RDW PCT	CDL PCT	College	College	sity		
1968	0	0	0	1	0	1
	0.00	0.00	0.00	5.26	0.00	5.26
	0.00	0.00	0.00	100.00	0.00	
	0.00	0.00	0.00	11.11	0.00	
1970	1	0	0	1	0	2
	5.26	0.00	5.26	0.00	0.00	10.53
	50.00	0.00	50.00	0.00	0.00	
	16.67	0.00	11.11	0.00	0.00	
1972	0	0	1	0	0	1
	0.00	0.00	5.26	0.00	0.00	5.26
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	11.11	0.00	0.00	
1973	0	1	0	0	0	1
	0.00	5.26	0.00	0.00	0.00	5.26
	0.00	100.00	0.00	0.00	0.00	
	0.00	33.33	0.00	0.00	0.00	
1974	1	1	1	1	0	3
	5.26	5.26	5.26	0.00	0.00	15.79
	33.33	33.33	33.33	0.00	0.00	
	16.67	33.33	11.11	0.00	0.00	
1976	0	0	1	0	0	1
	0.00	0.00	5.26	0.00	0.00	5.26
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	11.11	0.00	0.00	
1978	0	0	0	1	0	1
	0.00	0.00	0.00	5.26	0.00	5.26
	0.00	0.00	0.00	100.00	0.00	
	0.00	0.00	0.00	100.00	0.00	
1979	1	0	0	0	0	1
	5.26	0.00	0.00	0.00	0.00	5.26
	100.00	0.00	0.00	0.00	0.00	
	16.67	0.00	0.00	0.00	0.00	
1980	0	0	1	0	0	1
	0.00	0.00	5.26	0.00	0.00	5.26
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	11.11	0.00	0.00	
1981	0	0	1	0	0	1
	0.00	0.00	5.26	0.00	0.00	5.26
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	11.11	0.00	0.00	
1982	0	0	1	0	0	1
	0.00	0.00	5.26	0.00	0.00	5.26
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	11.11	0.00	0.00	
1983	1	0	0	0	0	1
	5.26	0.00	0.00	0.00	0.00	5.26
	100.00	0.00	0.00	0.00	0.00	
	16.67	0.00	0.00	0.00	0.00	
1984	2	0	1	0	0	3
	10.53	0.00	5.26	0.00	0.00	15.79
	66.67	0.00	33.33	0.00	0.00	
	33.33	0.00	11.11	0.00	0.00	
1985	0	1	0	0	0	1
	0.00	5.26	0.00	0.00	0.00	5.26
	0.00	100.00	0.00	0.00	0.00	
	0.00	33.33	0.00	0.00	0.00	
TOTAL		6	3	9	1	19
		31.58	15.79	47.37	5.26	100.00

FREQUENCY MISSING = 370

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR272 BY VAR4

VAR272(EMPLOYEE UTILIZATION PLANNING) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.00 100.00 11.11	0 0.00 0.00 .	1 5.00
1970	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.00 100.00 11.11	0 0.00 0.00 .	1 5.00
1975	0 0.00 0.00 0.00	1 5.00 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 .	1 5.00
1978	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.00 100.00 11.11	0 0.00 0.00 .	1 5.00
1979	1 5.00 33.33 20.00	2 10.00 66.67 33.33	0 0.00 0.00 0.00	0 0.00 0.00 .	3 15.00
1980	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.00 100.00 11.11	0 0.00 0.00 .	1 5.00
1981	0 0.00 0.00 0.00	1 5.00 33.33 16.67	2 10.00 66.67 22.22	0 0.00 0.00 .	3 15.00
1982	0 0.00 0.00 0.00	1 5.00 50.00 16.67	1 5.00 50.00 11.11	0 0.00 0.00 .	2 10.00
1983	2 10.00 100.00 40.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 .	2 10.00
1984	1 5.00 33.33 20.00	1 5.00 33.33 16.67	1 5.00 33.33 11.11	0 0.00 0.00 .	3 15.00
1985	1 5.00 50.00 20.00	0 0.00 0.00 0.00	1 5.00 50.00 11.11	0 0.00 0.00 .	2 10.00
TOTAL	5 25.00	6 30.00	9 45.00	0 0.00	20 100.00

FREQUENCY MISSING = 369

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR273 BY VAR4

VAR273(PARKING) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.08 100.00 4.35	0 0.00 0.00 0.00	1 2.08
1969	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.08 100.00 4.35	0 0.00 0.00 0.00	1 2.08
1970	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.08 50.00 4.35	1 2.08 50.00 11.11	2 4.17
1971	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.08 100.00 4.35	0 0.00 0.00 0.00	1 2.08
1972	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.08 100.00 11.11	1 2.08
1973	0 0.00 0.00 0.00	1 2.08 100.00 11.11	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.08
1976	1 2.08 100.00 14.29	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.08
1977	0 0.00 0.00 0.00	2 4.17 100.00 22.22	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 4.17
1978	0 0.00 0.00 0.00	1 2.08 33.33 11.11	1 2.08 33.33 4.35	1 2.08 33.33 11.11	3 6.25
1979	1 2.08 50.00 14.29	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.08 50.00 11.11	2 4.17
1980	0 0.00 0.00 0.00	1 2.08 20.00 11.11	4 8.33 80.00 17.39	0 0.00 0.00 0.00	5 10.42
1981	0 0.00 0.00 0.00	0 0.00 0.00 0.00	4 8.33 80.00 17.39	1 2.08 20.00 11.11	5 10.42
1982	0 0.00 0.00 0.00	1 2.08 20.00 11.11	3 6.25 60.00 13.04	1 2.08 20.00 11.11	5 10.42
1983	2 4.17 25.00 28.57	3 6.25 37.50 33.33	1 2.08 12.50 4.35	2 4.17 25.00 22.22	8 16.67
1984	2 4.17 25.00 28.57	0 0.00 0.00 0.00	5 10.42 62.50 21.74	1 2.08 12.50 11.11	8 16.67
1985	1 2.08 50.00 14.29	0 0.00 0.00 0.00	1 2.08 50.00 4.35	0 0.00 0.00 0.00	2 4.17
TOTAL	7 14.58	9 18.75	23 47.92	9 18.75	48 100.00

FREQUENCY MISSING = 341

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR274 BY VAR4

VAR274(MEGIS)		VAR4(TYPE OF INSTITUTION)				TOTAL
FREQUENCY	PERCENT	2 Year	4 Year	Univer-	Other	
ROW PCT	COL PCT	College	College	sity		
1968	0	0	0	2	0	2
	0.00	0.00	0.00	1.89	0.00	1.89
	0.00	0.00	0.00	100.00	0.00	
	0.00	0.00	0.00	5.00	0.00	
1969	0	0	0	1	0	1
	0.00	0.00	0.00	0.94	0.00	0.94
	0.00	0.00	0.00	100.00	0.00	
	0.00	0.00	0.00	2.50	0.00	
1970	0	0	0	3	0	3
	0.00	0.00	0.00	2.83	0.00	2.83
	0.00	0.00	0.00	100.00	0.00	
	0.00	0.00	0.00	7.50	0.00	
1971	0	0	0	0	1	1
	0.00	0.00	0.00	0.00	0.94	0.94
	0.00	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	0.00	10.00	
1973	0	2	1	1	0	3
	0.00	1.89	0.94	0.94	0.00	2.83
	0.00	66.67	33.33	0.00	0.00	
	0.00	6.06	2.50	0.00	0.00	
1974	1	1	1	1	0	3
	0.94	0.94	0.94	0.94	0.00	2.83
	33.33	33.33	33.33	0.00	0.00	
	4.35	3.03	2.50	0.00	0.00	
1975	0	3	1	0	0	4
	0.00	2.83	0.94	0.00	0.00	3.77
	0.00	75.00	25.00	0.00	0.00	
	0.00	9.09	2.50	0.00	0.00	
1977	0	1	3	0	0	4
	0.00	0.94	2.83	0.00	0.00	3.77
	0.00	25.00	75.00	0.00	0.00	
	0.00	3.03	7.50	0.00	0.00	
1978	0	3	4	1	0	8
	0.00	2.83	3.77	0.94	0.00	7.55
	0.00	37.50	50.00	12.50	0.00	
	0.00	9.09	10.00	10.00	0.00	
1979	2	1	3	1	0	7
	1.89	0.94	2.83	0.94	0.00	6.60
	28.57	14.29	42.86	14.29	0.00	
	8.70	3.03	7.50	10.00	0.00	
1980	1	3	2	0	0	6
	0.94	2.83	1.89	0.00	0.00	5.66
	16.67	50.00	33.33	0.00	0.00	
	4.35	9.09	5.00	0.00	0.00	
1981	2	0	3	0	0	5
	1.89	0.00	2.83	0.00	0.00	4.72
	40.00	0.00	60.00	0.00	0.00	
	8.70	0.00	7.50	0.00	0.00	
1982	0	3	3	0	0	6
	0.00	2.83	2.83	0.00	0.00	5.66
	0.00	50.00	50.00	0.00	0.00	
	0.00	9.09	7.50	0.00	0.00	
1983	7	8	7	6	0	28
	6.60	7.55	6.60	5.66	0.00	26.42
	25.00	28.57	25.00	21.43	0.00	
	30.43	24.24	17.50	60.00	0.00	
1984	9	5	5	0	0	19
	8.49	4.72	4.72	0.00	0.00	17.92
	47.37	26.32	26.32	0.00	0.00	
	30.13	15.15	12.50	0.00	0.00	
1985	1	3	1	1	0	6
	0.94	2.83	0.94	0.94	0.00	5.66
	16.67	50.00	16.67	16.67	0.00	
	4.35	9.09	2.50	10.00	0.00	
TOTAL	23	33	40	10	0	106
	21.70	31.13	37.74	9.43	0.00	100.00

FREQUENCY MISSING = 283

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR275 BY VAR4

VAR275 (TRAINING)		VAR4 (TYPE OF INSTITUTION)			
FREQUENCY	PERCENT	2 Year	4 Year	Univer-	Other
ROW PCT	COL PCT	College	College	sity	
					TOTAL
1968	0	0	1	0	1
	0.00	0.00	3.03	0.00	3.03
	0.00	0.00	100.00	0.00	
	0.00	0.00	5.00	0.00	
1970	1	0	1	0	2
	3.03	0.00	3.03	0.00	6.06
	50.00	0.00	50.00	0.00	
	16.67	0.00	5.00	0.00	
1974	1	0	0	0	1
	3.03	0.00	0.00	0.00	3.03
	100.00	0.00	0.00	0.00	
	16.67	0.00	0.00	0.00	
1976	0	0	3	0	3
	0.00	0.00	9.09	0.00	9.09
	0.00	0.00	100.00	0.00	
	0.00	0.00	15.00	0.00	
1979	1	0	1	0	2
	3.03	0.00	3.03	0.00	6.06
	50.00	0.00	50.00	0.00	
	16.67	0.00	5.00	0.00	
1980	0	1	0	0	1
	0.00	3.03	0.00	0.00	3.03
	0.00	100.00	0.00	0.00	
	0.00	25.00	0.00	0.00	
1981	0	0	3	0	3
	0.00	0.00	9.09	0.00	9.09
	0.00	0.00	100.00	0.00	
	0.00	0.00	15.00	0.00	
1982	0	2	1	0	3
	0.00	6.06	3.03	0.00	9.09
	0.00	66.67	33.33	0.00	
	0.00	50.00	5.00	0.00	
1983	1	0	5	1	7
	3.03	0.00	15.15	3.03	21.21
	14.29	0.00	71.43	14.29	
	16.67	0.00	25.00	33.33	
1984	1	1	4	2	8
	3.03	3.03	12.12	6.06	24.24
	12.50	12.50	50.00	25.00	
	16.67	25.00	25.00	66.67	
1985	1	0	1	0	2
	3.03	0.00	3.03	0.00	6.06
	50.00	0.00	50.00	0.00	
	16.67	0.00	5.00	0.00	
TOTAL	6	4	20	3	33
	18.18	12.12	60.61	9.09	100.00

FREQUENCY MISSING = 356

YEAR OF APPLICATION DEVELOPMENT

TABLE OF VAR276 BY VAR4

VAR276(OTHER) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
1968	0	0	1	0	1
	0.00	0.00	4.35	0.00	4.35
	0.00	0.00	100.00	0.00	
	0.00	0.00	9.09	0.00	
1970	0	0	1	0	1
	0.00	0.00	4.35	0.00	4.35
	0.00	0.00	100.00	0.00	
	0.00	0.00	9.09	0.00	
1979	1	1	2	0	4
	4.35	4.35	8.70	0.00	17.39
	25.00	25.00	50.00	0.00	
	20.00	16.67	18.18	0.00	
1980	0	1	0	0	1
	0.00	4.35	0.00	0.00	4.35
	0.00	100.00	0.00	0.00	
	0.00	16.67	0.00	0.00	
1981	0	0	1	0	1
	0.00	0.00	4.35	0.00	4.35
	0.00	0.00	100.00	0.00	
	0.00	0.00	9.09	0.00	
1982	0	1	2	0	3
	0.00	4.35	8.70	0.00	13.04
	0.00	33.33	66.67	0.00	
	0.00	16.67	18.18	0.00	
1983	3	2	2	1	8
	13.04	8.70	8.70	4.35	34.78
	37.50	25.00	25.00	12.50	
	60.00	33.33	18.18	100.00	
1984	1	1	0	0	2
	4.35	4.35	0.00	0.00	8.70
	50.00	50.00	0.00	0.00	
	20.00	16.67	0.00	0.00	
1985	0	0	2	0	2
	0.00	0.00	8.70	0.00	8.70
	0.00	0.00	100.00	0.00	
	0.00	0.00	18.18	0.00	
TOTAL	5	6	11	1	23
	21.74	26.09	47.83	4.35	100.00

FREQUENCY MISSING = 366

SOFTWARE FIRMS

SOFTWARE FIRM
TABLE OF VAR277 BY VAR4

VAR277 (APPOINTMENT HISTORY)		VAR4 (TYPE OF INSTITUTION)			
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other
					TOTAL
A.I.M.S.	0 0.00 0.00 0.00	1 1.28 100.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
ANALYSTS INTL CO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28 100.00 3.13	0 0.00 0.00 0.00	1 1.28
BAYLOR COLL OF M	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28 100.00 9.09	1 1.28
COMPUTER CENTER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28 100.00 3.13	0 0.00 0.00 0.00	1 1.28
CYBORG SYSTEMS I	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28 100.00 3.13	0 0.00 0.00 0.00	1 1.28
HECN	0 0.00 0.00 0.00	1 1.28 100.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
INFORMATION ASSO	4 5.13 26.67 26.67	0 0.00 0.00 0.00	9 11.54 60.00 28.12	2 2.56 13.33 18.18	15 19.23
INNOVATIVE SOFTW	0 0.00 0.00 0.00	1 1.28 100.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
INTEGRATED DATA	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28 100.00 3.13	0 0.00 0.00 0.00	1 1.28
IBM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 2.56 100.00 6.25	0 0.00 0.00 0.00	2 2.56
INTEGRAL SYSTEMS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	11 14.10 91.67 34.37	1 1.28 8.33 9.09	12 15.38
INFORMATION BUIL	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28 100.00 3.13	0 0.00 0.00 0.00	1 1.28
LINK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28 100.00 3.13	0 0.00 0.00 0.00	1 1.28
LSU NETWORK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28 100.00 9.09	1 1.28
MIDWEST SYSTEM C	1 1.28 50.00 6.67	1 1.28 50.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 2.56
MSG	1 1.28 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
TOTAL	15 19.23	20 25.64	32 41.03	11 14.10	78 100.00

(CONTINUED)

VAR277 (APPOINTMENT HISTORY)		VAR4 (TYPE OF INSTITUTION)			
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other
					TOTAL
MICRODATA	0 0.00 0.00 0.00	1 1.28 100.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
MOORE CO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28 100.00 9.09	1 1.28
POISE	1 1.28 33.33 6.67	2 2.56 66.67 10.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 3.85
PRIME 9950	0 0.00 0.00 0.00	1 1.28 100.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
SCT-SYS & COMP T	2 2.56 66.67 13.33	0 0.00 0.00 0.00	1 1.28 33.33 3.13	0 0.00 0.00 0.00	3 3.85
TIMIV	0 0.00 0.00 0.00	1 1.28 100.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
WASH COM COL COM	2 2.56 50.00 13.33	1 1.28 25.00 5.00	0 0.00 0.00 0.00	1 1.28 25.00 9.09	4 5.13
UNIV OF WEST FLO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28 100.00 9.09	1 1.28
ALPHA DAT BAS MA	0 0.00 0.00 0.00	1 1.28 100.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
COMP MNGMT-DEV S	0 0.00 0.00 0.00	2 2.56 100.00 10.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 2.56
INFORMATION SCIE	0 0.00 0.00 0.00	1 1.28 100.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
CARS SYSTEM	0 0.00 0.00 0.00	1 1.28 100.00 5.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
JD EDWARD CO	1 1.28 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
BURROUGHS CORP	1 1.28 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
SOFTWARE PUBL CO	1 1.28 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.28
ALL OTHER	1 1.28 16.67 6.67	3 3.85 50.00 15.00	1 1.28 16.67 3.13	1 1.28 16.67 9.09	6 7.69
TOTAL	15 19.23	20 25.64	32 41.03	11 14.10	78 100.00

(CONTINUED)

SOFTWARE FIRM

TABLE OF VAR277 BY VAR4

VAR277 (APPOINTMENT HISTORY)		VAR4 (TYPE OF INSTITUTION)				
FREQUENCY		2 Year	4 Year	Univer-	Other	
PERCENT		College	College	sity		TOTAL
ROW PCT						
COL PCT						
NCR	0	0	0	0	1	1
	0.00	0.00	0.00	0.00	1.28	1.28
	0.00	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	0.00	9.09	
AIA	0	0	0	1	0	1
	0.00	0.00	0.00	1.28	0.00	1.28
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	0.00	3.13	0.00	
BYTTE BAACK	0	0	0	1	0	1
	0.00	0.00	0.00	1.28	0.00	1.28
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	0.00	3.13	0.00	
KUMC-KANSAS U ME	0	0	0	0	1	1
	0.00	0.00	0.00	0.00	1.28	1.28
	0.00	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	0.00	9.09	
COBOL	0	1	0	0	0	1
	0.00	1.28	0.00	0.00	0.00	1.28
	0.00	100.00	0.00	0.00	0.00	
	0.00	5.00	0.00	0.00	0.00	
FOCUS	0	0	0	0	0	1
	0.00	1.28	0.00	0.00	0.00	1.28
	0.00	100.00	0.00	0.00	0.00	
	0.00	5.00	0.00	0.00	0.00	
TOTAL	15	20	32	11	78	
	19.23	25.64	41.03	14.10	100.00	

FREQUENCY MISSING = 311

SOFTWARE FIRM
TABLE OF VAR27B BY VAR4

VAR27B (APPLICANT RETRIEVAL)		VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other	TOTAL
A.S.M.S.	0 0.00 0.00 0.00	1 2.22 100.00 11.11	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
BAYLOR COLL OF M	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 100.00 16.67	1 2.22
CUSTOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 100.00 5.88	0 0.00 0.00 0.00	1 2.22
CONDOR COMPUTER	0 0.00 0.00 0.00	2 4.44 100.00 22.22	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 4.44
COMPUTER CENTER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 6.67 100.00 17.65	0 0.00 0.00 0.00	3 6.67
DIGITAL EQUIP CO	0 0.00 0.00 0.00	1 2.22 100.00 11.11	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
HECN	0 0.00 0.00 0.00	1 2.22 100.00 11.11	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
INFORMATION ASSO	3 6.67 60.00 23.08	0 0.00 0.00 0.00	2 4.44 40.00 11.76	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 11.11
IBM	0 0.00 0.00 0.00	1 2.22 50.00 11.11	1 2.22 50.00 5.88	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 4.44
INTEGRAL SYSTEMS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 100.00 5.88	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
LINK	1 2.22 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
LSU NETWORK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 100.00 16.67	0 0.00 0.00 0.00	1 2.22
MSA	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 100.00 5.88	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
MIDWEST SYSTEM C	1 2.22 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
TOTAL		13 28.89	9 20.00	17 37.78	6 13.33	45 100.00

(CONTINUED)

VAR27B (APPLICANT RETRIEVAL)		VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other	TOTAL
MOORE CO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 100.00 16.67	1 2.22
PURDUE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 100.00 5.88	0 0.00 0.00 0.00	1 2.22
POISE	2 4.44 100.00 15.38	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 4.44
PRIME 9950	0 0.00 0.00 0.00	1 2.22 100.00 11.11	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
46	1 2.22 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
RDM-ITI	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 100.00 5.88	0 0.00 0.00 0.00	1 2.22
SCT-SYS & COMP T	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 100.00 5.88	0 0.00 0.00 0.00	1 2.22
TANDY-RADIO SHAC	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 100.00 5.88	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
WASH COM COL COM	1 2.22 50.00 7.69	1 2.22 50.00 11.11	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 4.44
D BASE II	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 50.00 5.88	1 2.22 50.00 16.67	2 4.44
CAPE DATA	1 2.22 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
BURROUCHS CORP	1 2.22 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
SOFTWARE PUBL CO	1 2.22 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22
ALL OTHER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.22 50.00 5.88	1 2.22 50.00 16.67	0 0.00 0.00 0.00	2 4.44
TOTAL		13 28.89	9 20.00	17 37.78	6 13.33	45 100.00

(CONTINUED)

SOFTWARE FIRM

TABLE OF VAR278 BY VAR4

VAR278 (APPLICANT RETRIEVAL)		VAR4 (TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year	4 Year	Univer-	Other		
	College	College	sity			TOTAL
BYTE BAACK	0	0	1	0		1
	0.00	0.00	2.22	0.00		2.22
	0.00	0.00	100.00	0.00		
	0.00	0.00	5.88	0.00		
KIPPS	0	0	0	1		1
	0.00	0.00	0.00	2.22		2.22
	0.00	0.00	0.00	100.00		
	0.00	0.00	0.00	16.67		
COBOL	0	1	0	0		1
	0.00	2.22	0.00	0.00		2.22
	0.00	100.00	0.00	0.00		
	0.00	11.11	0.00	0.00		
FOCUS	0	0	1	0		1
	0.00	0.00	2.22	0.00		2.22
	0.00	0.00	100.00	0.00		
	0.00	0.00	5.88	0.00		
WANG	1	0	0	0		1
	2.22	0.00	0.00	0.00		2.22
	100.00	0.00	0.00	0.00		
	7.69	0.00	0.00	0.00		
TOTAL	13	9	17	6		45
	28.89	20.00	37.78	13.33		100.00

FREQUENCY MISSING = 344

SOFTWARE FIRM
TABLE OF VAR279 BY VAR4

VAR279(PAYROLL)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
A.I.M.S.	0 0.00 0.00 0.00	2 1.68 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 1.68
ACADEMIC COMPUTG	0.84 100.00 3.57	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 0.84
BAYLOR COLL OF M	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 5.56	1 0.84
CUSTOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 2.33	0 0.00 0.00 0.00	1 0.84
COMPUTER CENTER	0 0.00 0.00 0.00	0.84 50.00 3.33	1 50.00 2.33	0 0.00 0.00	2 1.68
CONTROL DATA BUS	1 50.00 3.57	1 50.00 3.33	0 0.00 0.00	0 0.00 0.00	2 1.68
COLLIER JACKSON	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 1.68 100.00 4.65	0 0.00 0.00 0.00	2 1.68
CYBORG SYSTEMS I	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 2.33	0 0.00 0.00 0.00	1 0.84
DIGITAL EQUIP CO	0.84 100.00 3.57	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 0.84
HECN	0 0.00 0.00 0.00	1 0.84 100.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
INFORMATION ASSO	6 5.04 26.09 21.43	1 0.84 4.35 3.33	12 10.08 52.17 27.91	4 3.36 17.39 22.22	23 19.33
INTEGRATED DATA	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 2.33	0 0.00 0.00 0.00	1 0.84
INTERLOCK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 5.56	1 0.84
IBM	0 0.00 0.00 0.00	2 1.68 66.67 6.67	1 0.84 33.33 2.33	0 0.00 0.00 0.00	3 2.52
INTEGRAL SYSTEMS	0 0.00 0.00 0.00	1 0.84 7.14 3.33	13 10.92 92.86 30.23	0 0.00 0.00 0.00	14 11.76
INFORMATION BUIL	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 2.33	0 0.00 0.00 0.00	1 0.84
TOTAL	28 23.53	30 25.21	43 36.13	18 15.13	119 100.00

(CONTINUED)

VAR279(PAYROLL)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
LINK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 2.33	0 0.00 0.00 0.00	1 0.84
MSA	1 0.84 20.00 3.57	0 0.00 0.00 0.00	3 2.52 60.00 6.98	1 0.84 20.00 5.56	5 4.20
MIDWEST SYSTEM G	1 0.84 50.00 3.57	1 0.84 50.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 1.68
MSG	0 0.84 100.00 3.57	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
MINICOMPUTER SYS	1 0.84 100.00 3.57	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
MICRODATA	0 0.00 0.00 0.00	1 0.84 100.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
MOORE CO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 0.00 0.00	0 0.84 100.00 5.56	1 0.84
POISE	3 2.52 60.00 10.71	2 1.68 40.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	5 4.20
PDS-PLYMOUTH WEE	1 0.84 100.00 3.57	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
PRIME 9950	0 0.00 0.00 0.00	1 0.84 100.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
PERTAINE SYSTEMS	1 0.84 100.00 3.57	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
SIMS, FROM DATAT	0 0.00 0.00 0.00	1 0.84 100.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
SCT-SYS & COMP T	2 1.68 50.00 7.14	0 0.00 0.00 0.00	2 1.68 50.00 4.65	0 0.00 0.00 0.00	4 3.36
TIWIV	0 0.00 0.00 0.00	1 0.84 100.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
TOLTEC	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 5.56	1 0.84
WASH COM COL COM	1 0.84 33.33 3.57	1 0.84 33.33 3.33	0 0.00 0.00 0.00	1 0.84 33.33 5.56	3 2.52
TOTAL	28 23.53	30 25.21	43 36.13	18 15.13	119 100.00

(CONTINUED)

SOFTWARE FIRM
TABLE OF VAR279 BY VAR4

VAR279(PAYROLL)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
WESTINGHOUSE	1 0.84 50.00 3.57	0 0.00 0.00 0.00	1 0.84 50.00 2.33	0 0.00 0.00 0.00	2 1.68
UNIV SYS OF GEOR	1 0.84 100.00 3.57	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
UNIV OF WEST FLO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 5.56	1 0.84
COMP MNGMT-DEV S	0 0.00 0.00 0.00	2 1.68 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 1.68
ADP	0 0.00 0.00 0.00	1 0.84 100.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
CARS SYSTEM	1 0.84 50.00 3.57	1 0.84 50.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 1.68
VDSLOW AND CO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 5.56	1 0.84
JD EDWARD CO	0 0.84 100.00 3.57	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
BURROUGHS CORP	1 0.84 100.00 3.57	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
SOFTWARE PUBL CO	1 0.84 100.00 3.57	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
DMC COLLEAGUE SF	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 5.56	1 0.84
OAKTON COMM COLL	1 0.84 100.00 3.57	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
ALL OTHER	0 0.00 0.00 0.00	4 3.36 66.67 13.33	1 0.84 16.67 2.33	1 0.84 16.67 5.56	6 5.04
NCR	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 5.56	1 0.84
OPUS ONE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 5.56	1 0.84
ZENITH	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 5.56	1 0.84
TOTAL	28 23.53	30 25.21	43 36.13	18 15.13	119 100.00

(CONTINUED)

VAR279(PAYROLL)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
AIA	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 2.33	0 0.00 0.00 0.00	1 0.84
BYITE BAACK	0 0.00 0.00 0.00	1 0.84 50.00 3.33	1 0.84 50.00 2.33	0 0.00 0.00 0.00	2 1.68
MAINFRAME	0 0.00 0.00 0.00	1 0.84 100.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
KUMC-KANSAS U ME	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84 100.00 5.56	1 0.84
COBOL	0 0.00 0.00 0.00	2 1.68 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 1.68
FOCUS	0 0.00 0.00 0.00	1 0.84 100.00 3.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 0.84
TOTAL	28 23.53	30 25.21	43 36.13	18 15.13	119 100.00

FREQUENCY MISSING = 270

SOFTWARE FIRM
TABLE OF VAR280 BY VAR4

VAR280(BENEFITS)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
A.I.M.S.	0	1	0	0	1
	0.00	2.00	0.00	0.00	2.00
	0.00	100.00	0.00	0.00	
	0.00	10.00	0.00	0.00	
BAYLOR COLL OF M	0	0	0	1	1
	0.00	0.00	0.00	2.00	2.00
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	12.50	
CUSTOM	0	0	1	0	1
	0.00	0.00	2.00	0.00	2.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	5.26	0.00	
COMPUTER CENTER	0	0	1	0	1
	0.00	0.00	2.00	0.00	2.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	5.26	0.00	
HECN	0	1	0	0	1
	0.00	2.00	0.00	0.00	2.00
	0.00	100.00	0.00	0.00	
	0.00	10.00	0.00	0.00	
INFORMATION ASSO	4	0	6	4	14
	8.00	0.00	12.00	8.00	28.00
	28.57	0.00	42.86	28.57	
	30.77	0.00	31.58	50.00	
INTEGRATED DATA	0	0	1	0	1
	0.00	0.00	2.00	0.00	2.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	5.26	0.00	
IBM	0	1	1	0	2
	0.00	2.00	2.00	0.00	4.00
	0.00	50.00	50.00	0.00	
	0.00	10.00	5.26	0.00	
INTEGRAL SYSTEMS	0	0	6	0	6
	0.00	0.00	12.00	0.00	12.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	31.58	0.00	
MSA	1	0	1	1	3
	2.00	0.00	2.00	2.00	6.00
	33.33	0.00	33.33	33.33	
	7.69	0.00	5.26	12.50	
MIDWEST SYSTEM C	0	1	0	0	1
	0.00	2.00	0.00	0.00	2.00
	0.00	100.00	0.00	0.00	
	0.00	10.00	0.00	0.00	
MARTIN E. SECAL	0	1	0	0	1
	0.00	2.00	0.00	0.00	2.00
	0.00	100.00	0.00	0.00	
	0.00	10.00	0.00	0.00	
MOORE CO	0	0	0	1	1
	0.00	0.00	0.00	2.00	2.00
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	12.50	
POISE	1	0	0	0	1
	2.00	0.00	0.00	0.00	2.00
	100.00	0.00	0.00	0.00	
	7.69	0.00	0.00	0.00	
TOTAL	13	10	19	8	50
	26.00	20.00	38.00	16.00	100.00

(CONTINUED)

VAR280(BENEFITS)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
PDS-PLYMOUTH WEE	1	0	0	0	1
	2.00	0.00	0.00	0.00	2.00
	100.00	0.00	0.00	0.00	
	7.69	0.00	0.00	0.00	
SCT-SYS & COMP T	1	0	1	0	2
	2.00	0.00	2.00	0.00	4.00
	50.00	0.00	50.00	0.00	
	7.69	0.00	5.26	0.00	
TIMIV	0	1	0	0	1
	0.00	2.00	0.00	0.00	2.00
	0.00	100.00	0.00	0.00	
	0.00	10.00	0.00	0.00	
WASH COM COL COM	1	1	0	0	2
	2.00	2.00	0.00	0.00	4.00
	50.00	50.00	0.00	0.00	
	7.69	10.00	0.00	0.00	
UNIV SYS OF CEDR	1	0	0	0	1
	2.00	0.00	0.00	0.00	2.00
	100.00	0.00	0.00	0.00	
	7.69	0.00	0.00	0.00	
CAPE DATA	1	0	0	0	1
	2.00	0.00	0.00	0.00	2.00
	100.00	0.00	0.00	0.00	
	7.69	0.00	0.00	0.00	
JD EDWARD CO	1	0	0	0	1
	2.00	0.00	0.00	0.00	2.00
	100.00	0.00	0.00	0.00	
	7.69	0.00	0.00	0.00	
BURROUGHS CORP	1	0	0	0	1
	2.00	0.00	0.00	0.00	2.00
	100.00	0.00	0.00	0.00	
	7.69	0.00	0.00	0.00	
ALL OTHER	0	2	0	1	3
	0.00	4.00	0.00	2.00	6.00
	0.00	66.67	0.00	33.33	
	0.00	20.00	0.00	12.50	
AIA	0	0	1	0	1
	0.00	0.00	2.00	0.00	2.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	5.26	0.00	
BYTE BAACK	0	1	0	0	1
	0.00	2.00	0.00	0.00	2.00
	0.00	100.00	0.00	0.00	
	0.00	10.00	0.00	0.00	
TOTAL	13	10	19	8	50
	26.00	20.00	38.00	16.00	100.00

FREQUENCY MISSING = 339

SOFTWARE FIRM
TABLE OF VAR2B1 BY VAR4

VAR2B1(SICK LEAVE ACCRUALS)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other	TOTAL
A.I.M.S.		0	2	0	0	2
		0.00	2.70	0.00	0.00	2.70
		0.00	100.00	0.00	0.00	
		0.00	9.52	0.00	0.00	
ACADEMIC COMPUTC		1	0	0	0	1
		1.35	0.00	0.00	0.00	1.35
		100.00	0.00	0.00	0.00	
		5.88	0.00	0.00	0.00	
APPLE II PLUS		0	1	0	0	1
		0.00	1.35	0.00	0.00	1.35
		0.00	100.00	0.00	0.00	
		0.00	4.76	0.00	0.00	
CUSTOM		0	0	1	0	1
		0.00	0.00	1.35	0.00	1.35
		0.00	0.00	100.00	0.00	
		0.00	0.00	3.45	0.00	
COMPUTER CENTER		0	0	1	0	1
		0.00	0.00	1.35	0.00	1.35
		0.00	0.00	100.00	0.00	
		0.00	0.00	3.45	0.00	
CONTROL DATA BUS		0	1	0	0	1
		0.00	1.35	0.00	0.00	1.35
		0.00	100.00	0.00	0.00	
		0.00	4.76	0.00	0.00	
COLLIER JACKSON		0	0	2	0	2
		0.00	0.00	2.70	0.00	2.70
		0.00	0.00	100.00	0.00	
		0.00	0.00	6.90	0.00	
CYBORG SYSTEMS I		0	0	1	0	1
		0.00	0.00	1.35	0.00	1.35
		0.00	0.00	100.00	0.00	
		0.00	0.00	3.45	0.00	
DIGITAL EQUIP CO		0	1	0	0	1
		0.00	1.35	0.00	0.00	1.35
		0.00	100.00	0.00	0.00	
		0.00	4.76	0.00	0.00	
MECN		0	1	0	0	1
		0.00	1.35	0.00	0.00	1.35
		0.00	100.00	0.00	0.00	
		0.00	4.76	0.00	0.00	
INFORMATION ASSO		5	1	10	2	18
		6.76	1.35	13.51	2.70	24.32
		27.78	5.56	55.56	11.11	
		29.41	4.76	34.48	28.57	
IBM		0	2	1	0	3
		0.00	2.70	1.35	0.00	4.05
		0.00	66.67	33.33	0.00	
		0.00	9.52	3.45	0.00	
INTEGRAL SYSTEMS		0	0	7	0	7
		0.00	0.00	9.46	0.00	9.46
		0.00	0.00	100.00	0.00	
		0.00	0.00	24.14	0.00	
INFORMATION BUJL		0	0	1	0	1
		0.00	0.00	1.35	0.00	1.35
		0.00	0.00	100.00	0.00	
		0.00	0.00	3.45	0.00	
LINK		0	0	1	0	1
		0.00	0.00	1.35	0.00	1.35
		0.00	0.00	100.00	0.00	
		0.00	0.00	3.45	0.00	
LOTUS DEVELOPMT		0	1	0	0	1
		0.00	1.35	0.00	0.00	1.35
		0.00	100.00	0.00	0.00	
		0.00	4.76	0.00	0.00	
TOTAL		17	21	29	7	74
		22.97	28.38	39.19	9.46	100.00

(CONTINUED)

VAR2B1(SICK LEAVE ACCRUALS)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other	TOTAL
MSA		1	0	0	0	1
		1.35	0.00	0.00	0.00	1.35
		100.00	0.00	0.00	0.00	
		5.88	0.00	0.00	0.00	
MIDWEST SYSTEM C		1	1	0	0	2
		1.35	1.35	0.00	0.00	2.70
		50.00	50.00	0.00	0.00	
		5.88	4.76	0.00	0.00	
MSC		1	0	0	0	1
		1.35	0.00	0.00	0.00	1.35
		100.00	0.00	0.00	0.00	
		5.88	0.00	0.00	0.00	
MICRODATA		0	1	0	0	1
		0.00	1.35	0.00	0.00	1.35
		0.00	100.00	0.00	0.00	
		0.00	4.76	0.00	0.00	
MOORE CO		0	0	0	1	1
		0.00	0.00	0.00	1.35	1.35
		0.00	0.00	0.00	100.00	
		0.00	0.00	0.00	14.29	
POISE		1	0	0	0	1
		1.35	0.00	0.00	0.00	1.35
		100.00	0.00	0.00	0.00	
		5.88	0.00	0.00	0.00	
PRIME 9950		0	1	0	0	1
		0.00	1.35	0.00	0.00	1.35
		0.00	100.00	0.00	0.00	
		0.00	4.76	0.00	0.00	
SCT-SYS & COMP T		2	0	2	0	4
		2.70	0.00	2.70	0.00	5.41
		50.00	0.00	50.00	0.00	
		11.76	0.00	6.90	0.00	
TIMIV		0	1	0	0	1
		0.00	1.35	0.00	0.00	1.35
		0.00	100.00	0.00	0.00	
		0.00	4.76	0.00	0.00	
WASH COM COL COM		1	1	0	1	3
		1.35	1.35	0.00	1.35	4.05
		33.33	33.33	0.00	33.33	
		5.88	4.76	0.00	14.29	
COMP MNGMT-DEV S		0	1	0	0	1
		0.00	1.35	0.00	0.00	1.35
		0.00	100.00	0.00	0.00	
		0.00	4.76	0.00	0.00	
INFORMATION SCIE		0	1	0	0	1
		0.00	1.35	0.00	0.00	1.35
		0.00	100.00	0.00	0.00	
		0.00	4.76	0.00	0.00	
CAPE DATA		1	0	0	0	1
		1.35	0.00	0.00	0.00	1.35
		100.00	0.00	0.00	0.00	
		5.88	0.00	0.00	0.00	
JO EDWARD CO		1	0	0	0	1
		1.35	0.00	0.00	0.00	1.35
		100.00	0.00	0.00	0.00	
		5.88	0.00	0.00	0.00	
BURROUGHS CORP		1	0	0	0	1
		1.35	0.00	0.00	0.00	1.35
		100.00	0.00	0.00	0.00	
		5.88	0.00	0.00	0.00	
DMC COLLEAGUE SF		0	0	0	1	1
		0.00	0.00	0.00	1.35	1.35
		0.00	0.00	0.00	100.00	
		0.00	0.00	0.00	14.29	
TOTAL		17	21	29	7	74
		22.97	28.38	39.19	9.46	100.00

(CONTINUED)

SOFTWARE FIRM

TABLE OF VAR2B1 BY VAR4

VAR2B1(SICK LEAVE ACCRUALS)		VAR4(TYPE OF INSTITUTION)				TOTAL
FREQUENCY		2 Year	4 Year	Univer-	Other	
PERCENT		College	College	sity		
ROW PCT						
COL PCT						
ALL OTHER	1	2	0	1		4
	1.35	2.70	0.00	1.35		5.41
	25.00	50.00	0.00	25.00		
	5.88	9.52	0.00	14.29		
AIA	0	0	1	0		1
	0.00	0.00	1.35	0.00		1.35
	0.00	0.00	100.00	0.00		
	0.00	0.00	3.45	0.00		
BYYTE BAACK	0	1	1	0		2
	0.00	1.35	1.35	0.00		2.70
	0.00	50.00	50.00	0.00		
	0.00	4.76	3.45	0.00		
KLMC-KANSAS U ME	0	0	0	1		1
	0.00	0.00	0.00	1.35		1.35
	0.00	0.00	0.00	100.00		
	0.00	0.00	0.00	14.29		
COBOL	0	1	0	0		1
	0.00	1.35	0.00	0.00		1.35
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
TOTAL	17	21	29	7		74
	22.97	28.38	39.19	9.46		100.00

FREQUENCY MISSING = 315

SOFTWARE FIRM
TABLE OF VAR282 BY VAR4

VAR282(VACATION ACCRUALS)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year	4 Year	Univer-	Other		TOTAL
	College	College	sity			
A.I.M.S.	0	2	0	0		2
	0.00	2.82	0.00	0.00		2.82
	0.00	100.00	0.00	0.00		
	0.00	9.52	0.00	0.00		
ACADEMIC COMPUTC	1	0	0	0		1
	1.41	0.00	0.00	0.00		1.41
	100.00	0.00	0.00	0.00		
	5.67	0.00	0.00	0.00		
APPLE II PLUS	0	1	0	0		1
	0.00	1.41	0.00	0.00		1.41
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
CUSTOM	0	0	1	0		1
	0.00	0.00	1.41	0.00		1.41
	0.00	0.00	100.00	0.00		
	0.00	0.00	3.57	0.00		
COMPUTER CENTER	0	0	1	0		1
	0.00	0.00	1.41	0.00		1.41
	0.00	0.00	100.00	0.00		
	0.00	0.00	3.57	0.00		
CONTROL DATA BUS	0	1	0	0		1
	0.00	1.41	0.00	0.00		1.41
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
COLLIER JACKSON	0	0	2	0		2
	0.00	0.00	2.82	0.00		2.82
	0.00	0.00	100.00	0.00		
	0.00	0.00	7.14	0.00		
CYBORG SYSTEMS I	0	0	1	0		1
	0.00	0.00	1.41	0.00		1.41
	0.00	0.00	100.00	0.00		
	0.00	0.00	3.57	0.00		
DIGITAL EQUIP CO	0	1	0	0		1
	0.00	1.41	0.00	0.00		1.41
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
HECH	0	1	0	0		1
	0.00	1.41	0.00	0.00		1.41
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
INFORMATION ASSO	5	1	10	2		18
	7.04	1.41	14.08	2.82		25.35
	27.78	5.56	55.56	11.11		
	33.33	4.76	35.71	28.57		
IBM	0	2	1	0		3
	0.00	2.82	1.41	0.00		4.23
	0.00	66.67	33.33	0.00		
	0.00	9.52	3.57	0.00		
INTEGRAL SYSTEMS	0	0	6	0		6
	0.00	0.00	8.45	0.00		8.45
	0.00	0.00	100.00	0.00		
	0.00	0.00	21.43	0.00		
INFORMATION BUIL	0	0	1	0		1
	0.00	0.00	1.41	0.00		1.41
	0.00	0.00	100.00	0.00		
	0.00	0.00	3.57	0.00		
TOTAL	15	21	28	7		71
	21.13	29.58	39.44	9.86		100.00

(CONTINUED)

VAR282(VACATION ACCRUALS)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year	4 Year	Univer-	Other		TOTAL
	College	College	sity			
LINK	0	0	1	0		1
	0.00	0.00	1.41	0.00		1.41
	0.00	0.00	100.00	0.00		
	0.00	0.00	3.57	0.00		
LOTUS DEVELOPMT	0	1	0	0		1
	0.00	1.41	0.00	0.00		1.41
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
MSA	1	0	0	0		1
	1.41	0.00	0.00	0.00		1.41
	100.00	0.00	0.00	0.00		
	6.67	0.00	0.00	0.00		
MIDWEST SYSTEM C	1	1	0	0		2
	1.41	1.41	0.00	0.00		2.82
	50.00	50.00	0.00	0.00		
	6.67	4.76	0.00	0.00		
MICRODATA	0	1	0	0		1
	0.00	1.41	0.00	0.00		1.41
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
MOORE CO	0	0	0	1		1
	0.00	0.00	0.00	1.41		1.41
	0.00	0.00	0.00	100.00		
	0.00	0.00	0.00	14.29		
POISE	1	0	0	0		1
	1.41	0.00	0.00	0.00		1.41
	100.00	0.00	0.00	0.00		
	6.67	0.00	0.00	0.00		
PRIME 9950	0	1	0	0		1
	0.00	1.41	0.00	0.00		1.41
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
SCT-SYS & COMP T	2	0	2	0		4
	2.82	0.00	2.82	0.00		5.63
	50.00	0.00	50.00	0.00		
	13.33	0.00	7.14	0.00		
TIMIV	0	1	0	0		1
	0.00	1.41	0.00	0.00		1.41
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
WASH COM COL COM	1	1	0	1		3
	1.41	1.41	0.00	1.41		4.23
	33.33	33.33	0.00	33.33		
	6.67	4.76	0.00	14.29		
COMP MNGMT-DEV S	0	1	0	0		1
	0.00	1.41	0.00	0.00		1.41
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
INFORMATION SCIE	0	1	0	0		1
	0.00	1.41	0.00	0.00		1.41
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
JO EDWARD CO	1	0	0	0		1
	1.41	0.00	0.00	0.00		1.41
	100.00	0.00	0.00	0.00		
	6.67	0.00	0.00	0.00		
TOTAL	15	21	28	7		71
	21.13	29.58	39.44	9.86		100.00

(CONTINUED)

SOFTWARE FIRM

TABLE OF VAR282 BY VAR4

VAR282 (VACATION ACCRUALS)		VAR4 (TYPE OF INSTITUTION)				
FREQUENCY						
PERCENT						
ROW PCT						
COL PCT						
	2 Year College	4 Year College	Univer- sity	Other		TOTAL
BURROUGHS CORP	1	0	0	0		1
	1.41	0.00	0.00	0.00		1.41
	100.00	0.00	0.00	0.00		
	6.67	0.00	0.00	0.00		
DWC COLLEAGUE SF	0	0	0	1		1
	0.00	0.00	0.00	1.41		1.41
	0.00	0.00	0.00	100.00		
	0.00	0.00	0.00	14.29		
ALL OTHER	1	2	0	1		4
	1.41	2.82	0.00	1.41		5.63
	25.00	50.00	0.00	25.00		
	6.67	9.52	0.00	14.29		
AIA	0	0	1	0		1
	0.00	0.00	1.41	0.00		1.41
	0.00	0.00	100.00	0.00		
	0.00	0.00	3.57	0.00		
BYITE BAACK	0	1	1	0		2
	0.00	1.41	1.41	0.00		2.82
	0.00	50.00	50.00	0.00		
	0.00	4.76	3.57	0.00		
HLMC-KANSAS U ME	0	0	0	1		1
	0.00	0.00	0.00	1.41		1.41
	0.00	0.00	0.00	100.00		
	0.00	0.00	0.00	14.29		
COBOL	0	1	0	0		1
	0.00	1.41	0.00	0.00		1.41
	0.00	100.00	0.00	0.00		
	0.00	4.76	0.00	0.00		
TOTAL	15	21	28	7		71
	21.13	29.58	39.44	9.86		100.00

FREQUENCY MISSING = 318

SOFTWARE FIRM
TABLE OF VAR2B3 BY VAR4

VAR2B3(HEALTH INSURANCE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
A.I.M.S.	0 0.00 0.00 0.00	2 2.20 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 2.20
APPLE-QUICK FILE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 7.14	1 1.10
APPLE II PLUS	0 0.00 0.00 0.00	1 1.10 100.00 4.55	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
CUSTOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 2.70	0 0.00 0.00 0.00	1 1.10
COMPUTER CENTER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 2.70	0 0.00 0.00 0.00	1 1.10
CYBORG SYSTEMS I	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 2.70	0 0.00 0.00 0.00	1 1.10
HECH	0 0.00 0.00 0.00	1 1.10 100.00 4.55	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
INFORMATION ASSO	5 5.49 25.00 27.78	1 1.10 5.00 4.55	11 12.09 55.00 29.73	3 3.30 15.00 21.43	20 21.98
INTEGRATED DATA	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 2.70	0 0.00 0.00 0.00	1 1.10
INTERLOCK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 7.14	1 1.10
IBM	0 0.00 0.00 0.00	1 1.10 50.00 4.55	1 1.10 50.00 2.70	0 0.00 0.00 0.00	2 2.20
INTEGRAL SYSTEMS	0 0.00 0.00 0.00	1 1.10 7.69 4.55	11 12.09 84.62 29.73	1 1.10 7.69 7.14	13 14.29
INFORMATION BUIL	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 2.70	0 0.00 0.00 0.00	1 1.10
LINK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 2.70	0 0.00 0.00 0.00	1 1.10
LOTUS DEVELOPMT	0 0.00 0.00 0.00	1 1.10 100.00 4.55	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
MSA	1 1.10 50.00 5.56	0 0.00 0.00 0.00	1 1.10 50.00 2.70	0 0.00 0.00 0.00	2 2.20
TOTAL	18 19.78	22 24.18	37 40.66	14 15.38	91 100.00

(CONTINUED)

VAR2B3(HEALTH INSURANCE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
MIDWEST SYSTEM C	0 0.00 0.00 0.00	1 1.10 100.00 4.55	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
MINICOMPUTER SYS	1 1.10 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
MARTIN E. SEGAL	0 0.00 0.00 0.00	1 1.10 100.00 4.55	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
MOORE CO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 7.14	1 1.10
POISE	1 1.10 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
PDS-PLYMOUTH WEE	1 1.10 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
PERTAINE SYSTEMS	1 1.10 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
46	1 1.10 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
SCT-SYS & COMP T	2 2.20 50.00 11.11	0 0.00 0.00 0.00	2 2.20 50.00 5.41	0 0.00 0.00 0.00	4 4.40
TIMIV	0 0.00 0.00 0.00	1 1.10 100.00 4.55	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
TOLTEC	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 7.14	1 1.10
WASH COM COL COM	1 1.10 33.33 5.56	1 1.10 33.33 4.55	0 0.00 0.00 0.00	1 1.10 33.33 7.14	3 3.30
WESTINGHOUSE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 2.70	0 0.00 0.00 0.00	1 1.10
UNIV SYS OF CEDR	1 1.10 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10
VISAFILE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 7.14	1 1.10
UNIV OF WEST FLD	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.10 100.00 7.14	1 1.10
TOTAL	18 19.78	22 24.18	37 40.66	14 15.38	91 100.00

(CONTINUED)

SOFTWARE FIRM

TABLE OF VAR283 BY VAR4

VAR283 (HEALTH INSURANCE)		VAR4 (TYPE OF INSTITUTION)			
FREQUENCY		2 Year	4 Year	Univer-	Other
PERCENT		College	College	sity	
ROW PCT					
COL PCT					
					TOTAL
CARS SYSTEM	0	1	0	0	1
	0.00	1.10	0.00	0.00	1.10
	0.00	100.00	0.00	0.00	
	0.00	4.55	0.00	0.00	
JO EDWARD CO	1	0	0	0	1
	1.10	0.00	0.00	0.00	1.10
	100.00	0.00	0.00	0.00	
	5.56	0.00	0.00	0.00	
BURROUCHS CORP	1	0	0	0	1
	1.10	0.00	0.00	0.00	1.10
	100.00	0.00	0.00	0.00	
	5.56	0.00	0.00	0.00	
DMC COLLEAGUE SF	0	0	0	1	1
	0.00	0.00	0.00	1.10	1.10
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	7.14	
ALL OTHER	1	5	2	1	9
	1.10	5.49	2.20	1.10	9.89
	11.11	55.56	22.22	11.11	
	5.56	22.73	5.41	7.14	
ZENITH	0	0	0	1	1
	0.00	0.00	0.00	1.10	1.10
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	7.14	
AIA	0	0	1	0	1
	0.00	0.00	1.10	0.00	1.10
	0.00	0.00	100.00	0.00	
	0.00	0.00	2.70	0.00	
BYTE BAACK	0	1	1	0	2
	0.00	1.10	1.10	0.00	2.20
	0.00	50.00	50.00	0.00	
	0.00	4.55	2.70	0.00	
MAINFRAME	0	1	0	0	1
	0.00	1.10	0.00	0.00	1.10
	0.00	100.00	0.00	0.00	
	0.00	4.55	0.00	0.00	
COBOL	0	1	0	0	1
	0.00	1.10	0.00	0.00	1.10
	0.00	100.00	0.00	0.00	
	0.00	4.55	0.00	0.00	
PIMS-PYRL MAN IN	0	1	0	0	1
	0.00	1.10	0.00	0.00	1.10
	0.00	100.00	0.00	0.00	
	0.00	4.55	0.00	0.00	
TOTAL	18	22	37	14	91
	19.78	24.18	40.66	15.38	100.00

FREQUENCY MISSING = 298

SOFTWARE FIRM
TABLE OF VAR284 BY VAR4

VAR284(LIFE INSURANCE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
A. I. M. S.	0	2	0	0	2
	0.00	2.33	0.00	0.00	2.33
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
APPLE-QUICK FILE	0	0	0	1	1
	0.00	0.00	0.00	1.16	1.16
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	7.14	
APPLE II PLUS	0	1	0	0	1
	0.00	1.16	0.00	0.00	1.16
	0.00	100.00	0.00	0.00	
	0.00	4.55	0.00	0.00	
CUSTOM	0	0	1	0	1
	0.00	0.00	1.16	0.00	1.16
	0.00	0.00	100.00	0.00	
	0.00	0.00	2.94	0.00	
COMPUTER CENTER	0	0	1	0	1
	0.00	0.00	1.16	0.00	1.16
	0.00	0.00	100.00	0.00	
	0.00	0.00	2.94	0.00	
CYBORC SYSTEMS I	0	0	1	0	1
	0.00	0.00	1.16	0.00	1.16
	0.00	0.00	100.00	0.00	
	0.00	0.00	2.94	0.00	
MECN	0	1	0	0	1
	0.00	1.16	0.00	0.00	1.16
	0.00	100.00	0.00	0.00	
	0.00	4.55	0.00	0.00	
INFORMATION ASSO	5	1	10	3	19
	5.81	1.16	11.63	3.49	22.09
	26.32	5.26	52.63	15.79	
	31.25	4.55	29.41	21.43	
INTEGRATED DATA	0	0	1	0	1
	0.00	0.00	1.16	0.00	1.16
	0.00	0.00	100.00	0.00	
	0.00	0.00	2.94	0.00	
INTERLOCK	0	0	0	1	1
	0.00	0.00	0.00	1.16	1.16
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	7.14	
IBM	0	1	1	0	2
	0.00	1.16	1.16	0.00	2.33
	0.00	50.00	50.00	0.00	
	0.00	4.55	2.94	0.00	
INTEGRAL SYSTEMS	0	1	11	1	13
	0.00	1.16	12.79	1.16	15.12
	0.00	7.69	84.62	7.69	
	0.00	4.55	32.35	7.14	
INFORMATION BUIL	0	0	1	0	1
	0.00	0.00	1.16	0.00	1.16
	0.00	0.00	100.00	0.00	
	0.00	0.00	2.94	0.00	
LINK	0	0	1	0	1
	0.00	0.00	1.16	0.00	1.16
	0.00	0.00	100.00	0.00	
	0.00	0.00	2.94	0.00	
TOTAL	16	22	34	14	86
	18.60	25.58	39.53	16.28	100.00

(CONTINUED)

VAR284(LIFE INSURANCE)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
LOTUS DEVELOPMT	0	1	0	0	1
	0.00	1.16	0.00	0.00	1.16
	0.00	100.00	0.00	0.00	
	0.00	4.55	0.00	0.00	
MSA	1	0	1	0	2
	1.16	0.00	1.16	0.00	2.33
	50.00	0.00	50.00	0.00	
	6.25	0.00	2.94	0.00	
MIDWEST SYSTEM C	0	1	0	0	1
	0.00	1.16	0.00	0.00	1.16
	0.00	100.00	0.00	0.00	
	0.00	4.55	0.00	0.00	
MINICOMPUTER SYS	1	0	0	0	1
	1.16	0.00	0.00	0.00	1.16
	100.00	0.00	0.00	0.00	
	6.25	0.00	0.00	0.00	
MARTIN E. SECAL	0	1	0	0	1
	0.00	1.16	0.00	0.00	1.16
	0.00	100.00	0.00	0.00	
	0.00	4.55	0.00	0.00	
MOORE CO	0	0	0	1	1
	0.00	0.00	0.00	1.16	1.16
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	7.14	
POISE	1	0	0	0	1
	1.16	0.00	0.00	0.00	1.16
	100.00	0.00	0.00	0.00	
	6.25	0.00	0.00	0.00	
PDS-PLYMOUTH WEE	1	0	0	0	1
	1.16	0.00	0.00	0.00	1.16
	100.00	0.00	0.00	0.00	
	6.25	0.00	0.00	0.00	
PERTAINE SYSTEMS	1	0	0	0	1
	1.16	0.00	0.00	0.00	1.16
	100.00	0.00	0.00	0.00	
	6.25	0.00	0.00	0.00	
46	1	0	0	0	1
	1.16	0.00	0.00	0.00	1.16
	100.00	0.00	0.00	0.00	
	6.25	0.00	0.00	0.00	
SCT-SYS & COMP T	2	0	2	0	4
	2.33	0.00	2.33	0.00	4.65
	50.00	0.00	50.00	0.00	
	12.50	0.00	5.88	0.00	
TIMIV	0	1	0	0	1
	0.00	1.16	0.00	0.00	1.16
	0.00	100.00	0.00	0.00	
	0.00	4.55	0.00	0.00	
TOLTEC	0	0	0	1	1
	0.00	0.00	0.00	1.16	1.16
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	7.14	
WASH EDM COL COM	1	1	0	1	3
	1.16	1.16	0.00	1.16	3.49
	33.33	33.33	0.00	33.33	
	6.25	4.55	0.00	7.14	
TOTAL	16	22	34	14	86
	18.60	25.58	39.53	16.28	100.00

(CONTINUED)

SOFTWARE FIRM

TABLE OF VAR284 BY VAR4

VAR284(LIFE INSURANCE)		VAR4(TYPE OF INSTITUTION)				TOTAL
FREQUENCY	PERCENT	2 Year	4 Year	Univer-	Other	
ROW PCT	COL PCT	College	College	sity		
UNIV SYS OF CEDR		1	0	0	0	1
	1.16	0.00	0.00	0.00	0.00	1.16
	100.00	0.00	0.00	0.00	0.00	
	6.25	0.00	0.00	0.00	0.00	
VISAFILE		0	0	0	1	1
	0.00	0.00	0.00	0.00	1.16	1.16
	0.00	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	0.00	7.14	
UNIV OF WEST FLO		0	0	0	1	1
	0.00	0.00	0.00	0.00	1.16	1.16
	0.00	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	0.00	7.14	
CARS SYSTEM		0	1	0	0	1
	0.00	1.16	0.00	0.00	0.00	1.16
	0.00	100.00	0.00	0.00	0.00	
	0.00	4.55	0.00	0.00	0.00	
JD EDWARD CO		1	0	0	0	1
	1.16	0.00	0.00	0.00	0.00	1.16
	100.00	0.00	0.00	0.00	0.00	
	6.25	0.00	0.00	0.00	0.00	
DMC COLLEAGUE SF		0	0	0	1	1
	0.00	0.00	0.00	0.00	1.16	1.16
	0.00	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	0.00	7.14	
ALL OTHER		0	5	1	1	7
	0.00	5.81	1.16	1.16	1.16	8.14
	0.00	71.43	14.29	14.29	14.29	
	0.00	22.73	2.94	7.14	7.14	
ZENITH		0	0	0	1	1
	0.00	0.00	0.00	0.00	1.16	1.16
	0.00	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	0.00	7.14	
AIA		0	0	1	0	1
	0.00	0.00	0.00	1.16	0.00	1.16
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	2.94	0.00	0.00	
BYTE BAACK		0	1	1	0	2
	0.00	1.16	1.16	0.00	0.00	2.33
	0.00	50.00	50.00	0.00	0.00	
	0.00	4.55	2.94	0.00	0.00	
MAINFRAME		0	1	0	0	1
	0.00	1.16	0.00	0.00	0.00	1.16
	0.00	100.00	0.00	0.00	0.00	
	0.00	4.55	0.00	0.00	0.00	
COBOL		0	1	0	0	1
	0.00	1.16	0.00	0.00	0.00	1.16
	0.00	100.00	0.00	0.00	0.00	
	0.00	4.55	0.00	0.00	0.00	
PIWS-PYRL MAN IN		0	1	0	0	1
	0.00	1.16	0.00	0.00	0.00	1.16
	0.00	100.00	0.00	0.00	0.00	
	0.00	4.55	0.00	0.00	0.00	
TOTAL		16	22	34	14	86
		18.60	25.58	39.53	16.28	100.00

FREQUENCY MISSING = 303

SOFTWARE FIRM
TABLE OF VAR285 BY VAR4

VAR285(DISABILITY)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
A.I.W.S.	0 0.00 0.00 0.00	2 2.63 100.00 10.53	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 2.63
APPLE-QUICK FILE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32 100.00 8.33	1 1.32
APPLE II PLUS	0 0.00 0.00 0.00	1 1.32 100.00 5.26	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
CUSTOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32 100.00 3.33	0 0.00 0.00 0.00	1 1.32
COMPUTER CENTER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32 100.00 3.33	0 0.00 0.00 0.00	1 1.32
CYBORG SYSTEMS I	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32 100.00 3.33	0 0.00 0.00 0.00	1 1.32
D.P.D.	1 1.32 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
HECH	0 0.00 0.00 0.00	1 1.32 100.00 5.26	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
INFORMATION ASSO	5 6.58 27.78 33.33	1 1.32 5.56 5.26	9 11.84 50.00 30.00	3 3.95 16.67 25.00	18 23.68
INTERLOCK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32 100.00 8.33	1 1.32
IBM	0 0.00 0.00 0.00	1 1.32 50.00 5.26	1 1.32 50.00 3.33	0 0.00 0.00 0.00	2 2.63
INTEGRAL SYSTEMS	0 0.00 0.00 0.00	1 1.32 9.09 5.26	9 11.84 81.82 30.00	1 1.32 9.09 8.33	11 14.47
LINK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32 100.00 3.33	0 0.00 0.00 0.00	1 1.32
LOTUS DEVELOPMT	0 0.00 0.00 0.00	1 1.32 100.00 5.26	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
TOTAL	15 19.74	19 25.00	30 39.47	12 15.79	76 100.00

(CONTINUED)

VAR285(DISABILITY)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
MSA	1 1.32 50.00 6.67	0 0.00 0.00 0.00	1 1.32 50.00 3.33	0 0.00 0.00 0.00	2 2.63
MIDWEST SYSTEM C	0 0.00 0.00 0.00	1 1.32 100.00 5.26	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
MARTIN E. SEGAL	0 0.00 0.00 0.00	1 1.32 100.00 5.26	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
MOORE CO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32 100.00 8.33	1 1.32
POISE	1 1.32 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
PDS-PLYMOUTH MEE	1 1.32 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
PERTAINE SYSTEMS	1 1.32 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
SCT-SYS & COMP T	2 2.63 50.00 13.33	0 0.00 0.00 0.00	2 2.63 50.00 6.67	0 0.00 0.00 0.00	4 5.26
TIMIV	0 0.00 0.00 0.00	1 1.32 100.00 5.26	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
TOLTEC	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32 100.00 8.33	1 1.32
WASH COM COL COM	1 1.32 33.33 6.67	1 1.32 33.33 5.26	0 0.00 0.00 0.00	1 1.32 33.33 8.33	3 3.95
UNIV SYS OF GEOR	1 1.32 100.00 6.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
UNIV OF WEST FLO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32 100.00 8.33	1 1.32
CARS SYSTEM	0 0.00 0.00 0.00	1 1.32 100.00 5.26	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 1.32
TOTAL	15 19.74	19 25.00	30 39.47	12 15.79	76 100.00

(CONTINUED)

SOFTWARE FIRM

TABLE OF VAR285 BY VAR4

VAR285(DISABILITY)		VAR4(TYPE OF INSTITUTION)			
FREQUENCY					
PERCENT					
ROW PCT					
COL PCT					
	2 Year	4 Year	Univer-	Other	
	College	College	sity		TOTAL
JD EDWARD CO	1	0	0	0	1
	1.32	0.00	0.00	0.00	1.32
	100.00	0.00	0.00	0.00	
	6.67	0.00	0.00	0.00	
DMC COLLEAGUE SF	0	0	0	1	1
	0.00	0.00	0.00	1.32	1.32
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	8.33	
ALL OTHER	0	4	2	0	6
	0.00	5.26	2.63	0.00	7.89
	0.00	66.67	33.33	0.00	
	0.00	21.05	6.67	0.00	
ZENITH	0	0	0	1	1
	0.00	0.00	0.00	1.32	1.32
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	8.33	
AIA	0	0	1	0	1
	0.00	0.00	1.32	0.00	1.32
	0.00	0.00	100.00	0.00	
	0.00	0.00	3.33	0.00	
BYTE BAACK	0	1	1	0	2
	0.00	1.32	1.32	0.00	2.63
	0.00	50.00	50.00	0.00	
	0.00	5.26	3.33	0.00	
MAINFRAME	0	1	0	0	1
	0.00	1.32	0.00	0.00	1.32
	0.00	100.00	0.00	0.00	
	0.00	5.26	0.00	0.00	
TOTAL	15	19	30	12	76
	19.74	25.00	39.47	15.79	100.00

FREQUENCY MISSING = 313

SOFTWARE FIRM
TABLE OF VAR286 BY VAR4

VAR286(WORKERS COMP INSURANCE)		VAR4(TYPE OF INSTITUTION)			
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other
A.I.M.S.	0 0.00 0.00 0.00	2 4.08 100.00 15.38	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00
CUSTOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.04 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00
COMPUTER CENTER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.04 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00
DIGITAL EQUIP CO	1 2.04 100.00 8.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00
HECN	0 0.00 0.00 0.00	1 2.04 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00
INFORMATION ASSO	3 6.12 27.27 25.00	0 0.00 0.00 0.00	6 12.24 54.55 33.33	2 4.08 18.18 33.33	0 0.00 0.00 0.00
INTERLOCK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.04 100.00 16.67	0 0.00 0.00 0.00
IBM	0 0.00 0.00 0.00	1 2.04 50.00 7.69	1 2.04 50.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00
INTEGRAL SYSTEMS	0 0.00 0.00 0.00	1 2.04 25.00 7.69	3 6.12 75.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00
LINK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.04 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00
MSA	1 2.04 100.00 8.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00
MIDWEST SYSTEM C	0 0.00 0.00 0.00	1 2.04 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00
POISE	1 2.04 100.00 8.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00
PERTAINE SYSTEMS	1 2.04 100.00 8.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00
TOTAL	12 24.49	13 26.53	18 36.73	6 12.24	49 100.00

(CONTINUED)

VAR286(WORKERS COMP INSURANCE)		VAR4(TYPE OF INSTITUTION)			
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other
RDW-ITI	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.04 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00
SCT-SYS & COMP T	1 2.04 50.00 8.33	0 0.00 0.00 0.00	1 2.04 50.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00
TIMIV	0 0.00 0.00 0.00	1 2.04 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00
TOLTEC	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.04 100.00 16.67	0 0.00 0.00 0.00
WASH COM COL COM	1 2.04 33.33 8.33	1 2.04 33.33 7.69	0 0.00 0.00 0.00	1 2.04 33.33 16.67	0 0.00 0.00 0.00
CARS SYSTEM	1 2.04 50.00 8.33	1 2.04 50.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00
JD EDWARD CO	1 2.04 100.00 8.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00
ALL OTHER	1 2.04 25.00 8.33	2 4.08 50.00 15.38	1 2.04 25.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00
ZENITH	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.04 100.00 16.67	0 0.00 0.00 0.00
AIA	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.04 100.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00
BYTE BAACK	0 0.00 0.00 0.00	1 2.04 50.00 7.69	1 2.04 50.00 5.56	0 0.00 0.00 0.00	0 0.00 0.00 0.00
COBOL	0 0.00 0.00 0.00	1 2.04 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00
TOTAL	12 24.49	13 26.53	18 36.73	6 12.24	49 100.00

FREQUENCY MISSING = 340

SOFTWARE FIRM
TABLE OF VAR287 BY VAR4

VAR287(UNEMPLOY COMP INSURANCE)			VAR4(TYPE OF INSTITUTION)		
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
A.I.M.S.	0 0.00 0.00 0.00	2 4.35 100.00 15.38	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 4.35
CUSTOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.17 100.00 6.25	0 0.00 0.00 0.00	2.17
COMPUTER CENTER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.17 100.00 6.25	0 0.00 0.00 0.00	3 2.17
DIGITAL EQUIP CO	1 2.17 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.17
HECN	0 0.00 0.00 0.00	1 2.17 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.17
INFORMATION ASSO	4 8.70 36.36 36.36	0 0.00 0.00 0.00	5 10.87 45.45 31.25	2 4.35 18.18 33.33	11 23.91
INTERLOCK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.17 100.00 16.67	1 2.17
IBM	0 0.00 0.00 0.00	1 2.17 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.17
INTEGRAL SYSTEMS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	3 6.52 100.00 18.75	0 0.00 0.00 0.00	3 6.52
LINK	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.17 100.00 6.25	0 0.00 0.00 0.00	1 2.17
MSA	1 2.17 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.17
MIDWEST SYSTEM C	0 0.00 0.00 0.00	1 2.17 100.00 7.69	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.17
POISE	1 2.17 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.17
PERTAINE SYSTEMS	1 2.17 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.17
TOTAL	11 23.91	13 28.26	16 34.78	6 13.04	46 100.00

(CONTINUED)

VAR287(UNEMPLOY COMP INSURANCE)			VAR4(TYPE OF INSTITUTION)		
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
SIMS, FROM DATAT	0	1	0	0	1
	0.00	2.17	0.00	0.00	2.17
	0.00	100.00	0.00	0.00	
	0.00	7.69	0.00	0.00	
SCT-SYS & COMP T	1	0	1	0	2
	2.17	0.00	2.17	0.00	4.35
	50.00	0.00	50.00	0.00	
	9.09	0.00	6.25	0.00	
TIMIV	0	1	0	0	1
	0.00	2.17	0.00	0.00	2.17
	0.00	100.00	0.00	0.00	
	0.00	7.69	0.00	0.00	
TOLTEC	0	0	0	1	1
	0.00	0.00	0.00	2.17	2.17
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	16.67	
WASH COM COL COM	1	1	0	1	3
	2.17	2.17	0.00	2.17	6.52
	33.33	33.33	0.00	33.33	
	9.09	7.69	0.00	16.67	
CARS SYSTEM	1	0	0	0	1
	2.17	0.00	0.00	0.00	2.17
	100.00	0.00	0.00	0.00	
	9.09	0.00	0.00	0.00	
R. E. HARRINGTON	0	0	1	0	1
	0.00	0.00	2.17	0.00	2.17
	0.00	0.00	100.00	0.00	
	0.00	0.00	6.25	0.00	
ALL OTHER	0	2	1	0	3
	0.00	4.35	2.17	0.00	6.52
	0.00	66.67	33.33	0.00	
	0.00	15.38	6.25	0.00	
ZENITH	0	0	0	1	1
	0.00	0.00	0.00	2.17	2.17
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	16.67	
AIA	0	0	1	0	1
	0.00	0.00	2.17	0.00	2.17
	0.00	0.00	100.00	0.00	
	0.00	0.00	6.25	0.00	
BYTE BAACK	0	1	1	0	2
	0.00	2.17	2.17	0.00	4.35
	0.00	50.00	50.00	0.00	
	0.00	7.69	6.25	0.00	
MAINFRAME	0	1	0	0	1
	0.00	2.17	0.00	0.00	2.17
	0.00	100.00	0.00	0.00	
	0.00	7.69	0.00	0.00	
COBOL	0	1	0	0	1
	0.00	2.17	0.00	0.00	2.17
	0.00	100.00	0.00	0.00	
	0.00	7.69	0.00	0.00	
TOTAL	11	13	15	6	46
	23.91	28.26	34.78	13.04	100.00

FREQUENCY MISSING = 343

SOFTWARE FIRM
TABLE OF VAR288 BY VAR4

VAR288 (POSITION CONTROL)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
A.I.M.S.	0	2	0	0	2
	0.00	3.77	0.00	0.00	3.77
	0.00	100.00	0.00	0.00	
	0.00	14.29	0.00	0.00	
ANALYSTS INTL CO	0	0	1	0	1
	0.00	0.00	1.89	0.00	1.89
	0.00	0.00	100.00	0.00	
	0.00	0.00	5.56	0.00	
CUSTOM	0	0	1	0	1
	0.00	0.00	1.89	0.00	1.89
	0.00	0.00	100.00	0.00	
	0.00	0.00	5.56	0.00	
COMPUTER CENTER	0	0	1	0	1
	0.00	0.00	1.89	0.00	1.89
	0.00	0.00	100.00	0.00	
	0.00	0.00	5.56	0.00	
DIGITAL EQUIP CO	1	1	0	0	2
	1.89	1.89	0.00	0.00	3.77
	50.00	50.00	0.00	0.00	
	8.33	7.14	0.00	0.00	
HECN	0	1	0	0	1
	0.00	1.89	0.00	0.00	1.89
	0.00	100.00	0.00	0.00	
	0.00	7.14	0.00	0.00	
INFORMATION ASSO	3	1	5	1	10
	5.66	1.89	9.43	1.89	18.87
	30.00	10.00	50.00	10.00	
	25.00	7.14	27.78	11.11	
INNOVATIVE SOFTW	0	1	0	0	1
	0.00	1.89	0.00	0.00	1.89
	0.00	100.00	0.00	0.00	
	0.00	7.14	0.00	0.00	
INTERLOCK	0	0	0	1	1
	0.00	0.00	0.00	1.89	1.89
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	11.11	
INTEGRAL SYSTEMS	0	1	6	1	8
	0.00	1.89	11.32	1.89	15.09
	0.00	12.50	75.00	12.50	
	0.00	7.14	33.33	11.11	
LINK	0	0	1	0	1
	0.00	0.00	1.89	0.00	1.89
	0.00	0.00	100.00	0.00	
	0.00	0.00	5.56	0.00	
MSA	0	0	0	1	1
	0.00	0.00	0.00	1.89	1.89
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	11.11	
MIDWEST SYSTEM G	1	0	0	0	1
	1.89	0.00	0.00	0.00	1.89
	100.00	0.00	0.00	0.00	
	8.33	0.00	0.00	0.00	
MSC	1	0	0	0	1
	1.89	0.00	0.00	0.00	1.89
	100.00	0.00	0.00	0.00	
	8.33	0.00	0.00	0.00	
MOORE CO	0	0	0	1	1
	0.00	0.00	0.00	1.89	1.89
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	11.11	
POISE	1	0	0	0	1
	1.89	0.00	0.00	0.00	1.89
	100.00	0.00	0.00	0.00	
	8.33	0.00	0.00	0.00	
TOTAL	12	14	18	9	53
	22.64	26.42	33.96	16.98	100.00

(CONTINUED)

VAR288 (POSITION CONTROL)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
46	0	1	0	0	1
	0.00	1.89	0.00	0.00	1.89
	0.00	100.00	0.00	0.00	
	0.00	7.14	0.00	0.00	
SCT-SYS & COMP T	0	0	2	0	2
	0.00	0.00	3.77	0.00	3.77
	0.00	0.00	100.00	0.00	
	0.00	0.00	11.11	0.00	
WASH COM COL COM	0	1	0	1	2
	0.00	1.89	0.00	1.89	3.77
	0.00	50.00	0.00	50.00	
	0.00	7.14	0.00	11.11	
WESTINGHOUSE	1	0	1	0	2
	1.89	0.00	1.89	0.00	3.77
	50.00	0.00	50.00	0.00	
	8.33	0.00	5.56	0.00	
UNIV SYS OF GEOR	1	0	0	0	1
	1.89	0.00	0.00	0.00	1.89
	100.00	0.00	0.00	0.00	
	8.33	0.00	0.00	0.00	
UNIV OF WEST FLO	0	0	0	1	1
	0.00	0.00	0.00	1.89	1.89
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	11.11	
CARS SYSTEM	1	0	0	0	1
	1.89	0.00	0.00	0.00	1.89
	100.00	0.00	0.00	0.00	
	8.33	0.00	0.00	0.00	
CAPE DATA	1	0	0	0	1
	1.89	0.00	0.00	0.00	1.89
	100.00	0.00	0.00	0.00	
	8.33	0.00	0.00	0.00	
DAKTON COMM COLL	1	0	0	0	1
	1.89	0.00	0.00	0.00	1.89
	100.00	0.00	0.00	0.00	
	8.33	0.00	0.00	0.00	
ALL OTHER	0	2	0	1	3
	0.00	3.77	0.00	1.89	5.66
	0.00	66.67	0.00	33.33	
	0.00	14.29	0.00	11.11	
KUMC-KANSAS U ME	0	0	0	1	1
	0.00	0.00	0.00	1.89	1.89
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	11.11	
COBOL	0	2	0	0	2
	0.00	3.77	0.00	0.00	3.77
	0.00	100.00	0.00	0.00	
	0.00	14.29	0.00	0.00	
FOCUS	0	1	0	0	1
	0.00	1.89	0.00	0.00	1.89
	0.00	100.00	0.00	0.00	
	0.00	7.14	0.00	0.00	
TOTAL	12	14	18	9	53
	22.64	26.42	33.96	16.98	100.00

FREQUENCY MISSING = 336

SOFTWARE FIRM
TABLE OF VAR289 BY VAR4

VAR289(AFFIRMATIVE ACTION/EEO)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other	TOTAL
A.I.M.S.		0	2	0	0	2
		0.00	2.60	0.00	0.00	2.60
		0.00	100.00	0.00	0.00	
		0.00	10.00	0.00	0.00	
APPLE-QUICK FILE		0	0	0	1	1
		0.00	0.00	0.00	1.30	1.30
		0.00	0.00	0.00	100.00	
		0.00	0.00	0.00	11.11	
BAYLOR COLL OF M		0	0	0	1	1
		0.00	0.00	0.00	1.30	1.30
		0.00	0.00	0.00	100.00	
		0.00	0.00	0.00	11.11	
CUSTOM		0	0	1	0	1
		0.00	0.00	1.30	0.00	1.30
		0.00	0.00	100.00	0.00	
		0.00	0.00	3.33	0.00	
CONDOR COMPUTER		1	1	0	0	2
		1.30	1.30	0.00	0.00	2.60
		50.00	50.00	0.00	0.00	
		5.56	5.00	0.00	0.00	
COMPUTER CENTER		0	0	1	0	1
		0.00	0.00	1.30	0.00	1.30
		0.00	0.00	100.00	0.00	
		0.00	0.00	3.33	0.00	
CYBORG SYSTEMS I		0	0	1	0	1
		0.00	0.00	1.30	0.00	1.30
		0.00	0.00	100.00	0.00	
		0.00	0.00	3.33	0.00	
DB MASTER		1	0	0	0	1
		1.30	0.00	0.00	0.00	1.30
		100.00	0.00	0.00	0.00	
		5.56	0.00	0.00	0.00	
DIGITAL EQUIP CO		0	1	0	0	1
		0.00	1.30	0.00	0.00	1.30
		0.00	100.00	0.00	0.00	
		0.00	5.00	0.00	0.00	
HECN		0	1	0	0	1
		0.00	1.30	0.00	0.00	1.30
		0.00	100.00	0.00	0.00	
		0.00	5.00	0.00	0.00	
INFORMATION ASSO		4	0	10	1	15
		5.19	0.00	12.99	1.30	19.48
		26.67	0.00	66.67	6.67	
		22.22	0.00	33.33	11.11	
INTERLOCK		0	0	0	1	1
		0.00	0.00	0.00	1.30	1.30
		0.00	0.00	0.00	100.00	
		0.00	0.00	0.00	11.11	
IBM		0	1	0	0	1
		0.00	1.30	0.00	0.00	1.30
		0.00	100.00	0.00	0.00	
		0.00	5.00	0.00	0.00	
INTEGRAL SYSTEMS		0	0	7	0	7
		0.00	0.00	9.09	0.00	9.09
		0.00	0.00	100.00	0.00	
		0.00	0.00	23.33	0.00	
INFORMATION BUIL		0	0	1	0	1
		0.00	0.00	1.30	0.00	1.30
		0.00	0.00	100.00	0.00	
		0.00	0.00	3.33	0.00	
LINK		1	0	0	0	1
		1.30	0.00	0.00	0.00	1.30
		100.00	0.00	0.00	0.00	
		5.56	0.00	0.00	0.00	
TOTAL		18	20	30	9	77
		23.38	25.97	38.96	11.69	100.00

(CONTINUED)

VAR289(AFFIRMATIVE ACTION/EEO)		VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other	TOTAL
SCT-SYS & COMP T		2	0	1	0	3
		2.60	0.00	1.30	0.00	3.90
		66.67	0.00	33.33	0.00	
		11.11	0.00	3.33	0.00	
MUSICA SYSTEM-AP		0	1	0	0	1
		0.00	1.30	0.00	0.00	1.30
		0.00	100.00	0.00	0.00	
		0.00	5.00	0.00	0.00	
TIMIV		0	1	0	0	1
		0.00	1.30	0.00	0.00	1.30
		0.00	100.00	0.00	0.00	
		0.00	5.00	0.00	0.00	
WASH COM COL COM		1	1	0	1	3
		1.30	1.30	0.00	1.30	3.90
		33.33	33.33	0.00	33.33	
		5.56	5.00	0.00	11.11	
UNIV SYS OF GEOR		1	0	0	0	1
		1.30	0.00	0.00	0.00	1.30
		100.00	0.00	0.00	0.00	
		5.56	0.00	0.00	0.00	
INFORMATION SCIE		0	1	0	0	1
		0.00	1.30	0.00	0.00	1.30
		0.00	100.00	0.00	0.00	
		0.00	5.00	0.00	0.00	
CARS SYSTEM		0	1	0	0	1
		0.00	1.30	0.00	0.00	1.30
		0.00	100.00	0.00	0.00	
		0.00	5.00	0.00	0.00	
BURROUGHS CORP		0	0	0	0	1
		1.30	0.00	0.00	0.00	1.30
		100.00	0.00	0.00	0.00	
		5.56	0.00	0.00	0.00	
DARTON COMM COLL		1	0	0	0	1
		1.30	0.00	0.00	0.00	1.30
		100.00	0.00	0.00	0.00	
		5.56	0.00	0.00	0.00	
ALL OTHER		1	4	2	1	8
		1.30	5.19	2.60	1.30	10.39
		12.50	50.00	25.00	12.50	
		5.56	20.00	6.67	11.11	
ZENITH		0	0	0	1	1
		0.00	0.00	0.00	1.30	1.30
		0.00	0.00	0.00	100.00	
		0.00	0.00	0.00	11.11	
BYTE BAACK		0	1	1	0	2
		0.00	1.30	1.30	0.00	2.60
		0.00	50.00	50.00	0.00	
		0.00	5.00	3.33	0.00	
KUMC-KANSAS U ME		0	0	0	1	1
		0.00	0.00	0.00	1.30	1.30
		0.00	0.00	0.00	100.00	
		0.00	0.00	0.00	11.11	
COROL		0	1	0	0	1
		0.00	1.30	0.00	0.00	1.30
		0.00	100.00	0.00	0.00	
		0.00	5.00	0.00	0.00	
FOCUS		0	1	0	0	1
		0.00	1.30	0.00	0.00	1.30
		0.00	100.00	0.00	0.00	
		0.00	5.00	0.00	0.00	
TOTAL		18	20	30	9	77
		23.38	25.97	38.96	11.69	100.00

FREQUENCY MISSING = 312

SOFTWARE FIRM

TABLE OF VAR290 BY VAR4

VAR290(WAGE AND SALARY PLANNING) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
CUSTOM	0	0	1	0	1
	0.00	0.00	5.26	0.00	5.26
	0.00	0.00	100.00	0.00	
	0.00	0.00	25.00	0.00	
COMPUTER CENTER	0	0	1	0	1
	0.00	0.00	5.26	0.00	5.26
	0.00	0.00	100.00	0.00	
	0.00	0.00	25.00	0.00	
CALCI-CAROLIAN S	0	1	0	0	1
	0.00	5.26	0.00	0.00	5.26
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
DIGITEC SFTWRE D	1	0	0	0	1
	5.26	0.00	0.00	0.00	5.26
	100.00	0.00	0.00	0.00	
	33.33	0.00	0.00	0.00	
HECN	0	1	0	0	1
	0.00	5.26	0.00	0.00	5.26
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
INFORMATION ASSO	1	0	1	0	2
	5.26	0.00	5.26	0.00	10.53
	50.00	0.00	50.00	0.00	
	33.33	0.00	25.00	0.00	
INNOVATIVE SFTW	0	1	0	0	1
	0.00	5.26	0.00	0.00	5.26
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
INTEGRAL SYSTEMS	0	0	1	0	1
	0.00	0.00	5.26	0.00	5.26
	0.00	0.00	100.00	0.00	
	0.00	0.00	25.00	0.00	
LOTUS DEVELOPMT	0	2	0	0	2
	0.00	10.53	0.00	0.00	10.53
	0.00	100.00	0.00	0.00	
	0.00	18.18	0.00	0.00	
WASH COM COL COM	0	1	0	0	1
	0.00	5.26	0.00	0.00	5.26
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
VISI-CALC	0	2	0	0	2
	0.00	10.53	0.00	0.00	10.53
	0.00	100.00	0.00	0.00	
	0.00	18.18	0.00	0.00	
CARS SYSTEM	0	1	0	0	1
	0.00	5.26	0.00	0.00	5.26
	0.00	100.00	0.00	0.00	
	0.00	9.09	0.00	0.00	
MICROSOFT MULTIP	1	0	0	0	1
	5.26	0.00	0.00	0.00	5.26
	100.00	0.00	0.00	0.00	
	33.33	0.00	0.00	0.00	
ALL OTHER	0	2	0	0	2
	0.00	10.53	0.00	0.00	10.53
	0.00	100.00	0.00	0.00	
	0.00	18.18	0.00	0.00	
KLMC-KANSAS U ME	0	0	0	1	1
	0.00	0.00	0.00	5.26	5.26
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	100.00	
TOTAL	3	11	4	1	19
	15.79	57.89	21.05	5.26	100.00

FREQUENCY MISSING = 370

SOFTWARE FIRM
TABLE OF VAR291 BY VAR4

VAR291(JOB EVALUATION PLANNING) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
CUSTOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.56 100.00 12.50	0 0.00 0.00 .	1 5.56
CONDOR COMPUTER	1 5.56 100.00 25.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 .	1 5.56
COMPUTER CENTER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.56 100.00 12.50	0 0.00 0.00 .	1 5.56
DIGITAL EQUIP CO	0 0.00 0.00 0.00	1 5.56 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 .	1 5.56
HECN	0 0.00 0.00 0.00	1 5.56 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 .	1 5.56
INFORMATION ASSO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.56 100.00 12.50	0 0.00 0.00 .	1 5.56
INTEGRAL SYSTEMS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.56 100.00 12.50	0 0.00 0.00 .	1 5.56
MSA	1 5.56 100.00 25.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 .	1 5.56
46	0 0.00 0.00 0.00	1 5.56 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 .	1 5.56
SPSS INC	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.56 100.00 12.50	0 0.00 0.00 .	1 5.56
SCT-SYS & COMP T	1 5.56 100.00 25.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 .	1 5.56
WASH COM COL COM	0 0.00 0.00 0.00	1 5.56 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 .	1 5.56
TOTAL	4 22.22	6 33.33	8 44.44	0 0.00	18 100.00

(CONTINUED)

VAR291(JOB EVALUATION PLANNING) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
ALPHA DAT BAS MA	0 0.00 0.00 0.00	1 5.56 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 .	1 5.56
APPLEWORKS	1 5.56 100.00 25.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 .	1 5.56
INFORMATION SCIE	0 0.00 0.00 0.00	1 5.56 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 .	1 5.56
ALL OTHER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.56 100.00 12.50	0 0.00 0.00 .	1 5.56
ADRS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.56 100.00 12.50	0 0.00 0.00 .	1 5.56
DICK WEAVER N.E.	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 5.56 100.00 12.50	0 0.00 0.00 .	1 5.56
TOTAL	4 22.22	6 33.33	8 44.44	0 0.00	18 100.00

FREQUENCY MISSING = 371

SOFTWARE FIRM
TABLE OF VAR202 BY VAR4

VAR202(SALARY SURVEY)		VAR4(TYPE OF INSTITUTION)			
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other
APPLE II PLUS		0	1	0	0
	0.00	3.57	0.00	0.00	
	0.00	100.00	0.00	0.00	
	0.00	8.33	0.00	0.00	
CUSTOM		0	0	1	0
	0.00	0.00	3.57	0.00	
	0.00	0.00	100.00	0.00	
	0.00	0.00	10.00	0.00	
COMPUTER CENTER		0	0	1	0
	0.00	0.00	3.57	0.00	
	0.00	0.00	100.00	0.00	
	0.00	0.00	10.00	0.00	
HECH		0	1	0	0
	0.00	3.57	0.00	0.00	
	0.00	100.00	0.00	0.00	
	0.00	8.33	0.00	0.00	
INFORMATION ASSO		1	1	1	0
	3.57	3.57	3.57	0.00	
	33.33	33.33	33.33	0.00	
	25.00	8.33	10.00	0.00	
INTEGRAL SYSTEMS		0	0	1	0
	0.00	0.00	3.57	0.00	
	0.00	0.00	100.00	0.00	
	0.00	0.00	10.00	0.00	
ITHACA COLLEGE		0	1	0	0
	0.00	3.57	0.00	0.00	
	0.00	100.00	0.00	0.00	
	0.00	8.33	0.00	0.00	
LOTUS DEVELOPMT		0	4	2	1
	0.00	14.29	7.14	3.57	
	0.00	57.14	28.57	14.29	
	0.00	33.33	20.00	50.00	
MSA		1	0	0	0
	3.57	0.00	0.00	0.00	
	100.00	0.00	0.00	0.00	
	25.00	0.00	0.00	0.00	
46		0	1	0	0
	0.00	3.57	0.00	0.00	
	0.00	100.00	0.00	0.00	
	0.00	8.33	0.00	0.00	
SPSS INC		0	1	1	0
	0.00	3.57	3.57	0.00	
	0.00	50.00	50.00	0.00	
	0.00	8.33	10.00	0.00	
SCT-SYS & COMP T		1	0	0	0
	3.57	0.00	0.00	0.00	
	100.00	0.00	0.00	0.00	
	25.00	0.00	0.00	0.00	
TOTAL		4	12	10	2
	14.29	42.86	35.71	7.14	100.00

(CONTINUED)

VAR202(SALARY SURVEY)		VAR4(TYPE OF INSTITUTION)			
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other
WASH COM COL COM		0	1	0	0
	0.00	3.57	0.00	0.00	
	0.00	100.00	0.00	0.00	
	0.00	8.33	0.00	0.00	
WORDSTAR		0	0	1	0
	0.00	0.00	3.57	0.00	
	0.00	0.00	100.00	0.00	
	0.00	0.00	10.00	0.00	
ALPHA DAT BAS MA		0	1	0	0
	0.00	3.57	0.00	0.00	
	0.00	100.00	0.00	0.00	
	0.00	8.33	0.00	0.00	
APPLEWORKS		0	0	0	1
	0.00	0.00	0.00	3.57	
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	50.00	
MICROSOFT MULTIP		1	0	0	0
	3.57	0.00	0.00	0.00	
	100.00	0.00	0.00	0.00	
	25.00	0.00	0.00	0.00	
ALL OTHER		0	0	2	0
	0.00	0.00	7.14	0.00	
	0.00	0.00	100.00	0.00	
	0.00	0.00	20.00	0.00	
TOTAL		4	12	10	2
	14.29	42.86	35.71	7.14	100.00

FREQUENCY MISSING = 361

SOFTWARE FIRM
TABLE OF VAR293 BY VAR4

VAR293(SKILL INVENTORY)		VAR4(TYPE OF INSTITUTION)			
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other
APPLE-QUICK FILE		0	0	0	1
		0.00	0.00	0.00	6.67
		0.00	0.00	0.00	100.00
		0.00	0.00	0.00	33.33
CUSTOM		0	0	1	0
		0.00	0.00	6.67	0.00
		0.00	0.00	100.00	0.00
		0.00	0.00	20.00	0.00
CONDOR COMPUTER		0	1	0	0
		0.00	6.67	0.00	0.00
		0.00	100.00	0.00	0.00
		0.00	25.00	0.00	0.00
COMPUTER CENTER		0	0	1	0
		0.00	0.00	6.67	0.00
		0.00	0.00	100.00	0.00
		0.00	0.00	20.00	0.00
DIGITAL EQUIP CO		0	1	0	0
		0.00	6.67	0.00	0.00
		0.00	100.00	0.00	0.00
		0.00	25.00	0.00	0.00
HECN		0	1	0	0
		0.00	6.67	0.00	0.00
		0.00	100.00	0.00	0.00
		0.00	25.00	0.00	0.00
INFORMATION ASSO		1	0	2	0
		6.67	0.00	13.33	0.00
		33.33	0.00	66.67	0.00
		33.33	0.00	40.00	0.00
INTEGRAL SYSTEMS		0	0	1	0
		0.00	0.00	6.67	0.00
		0.00	0.00	100.00	0.00
		0.00	0.00	20.00	0.00
MSA		1	0	0	1
		6.67	0.00	0.00	6.67
		50.00	0.00	0.00	50.00
		33.33	0.00	0.00	33.33
MOORE CO		0	0	0	1
		0.00	0.00	0.00	6.67
		0.00	0.00	0.00	100.00
		0.00	0.00	0.00	33.33
WASH COM COL COM		0	1	0	0
		0.00	6.67	0.00	0.00
		0.00	100.00	0.00	0.00
		0.00	25.00	0.00	0.00
ALL OTHER		1	0	0	0
		6.67	0.00	0.00	0.00
		100.00	0.00	0.00	0.00
		33.33	0.00	0.00	0.00
TOTAL		3	4	5	3
		20.00	26.67	33.33	20.00

FREQUENCY MISSING = 374

VAR294(LABOR RELATIONS)		VAR4(TYPE OF INSTITUTION)			
FREQUENCY PERCENT ROW PCT COL PCT		2 Year College	4 Year College	Univer- sity	Other
CUSTOM		0	0	1	0
		0.00	0.00	6.25	0.00
		0.00	0.00	100.00	0.00
		0.00	0.00	11.11	0.00
HECN		0	1	0	0
		0.00	6.25	0.00	0.00
		0.00	100.00	0.00	0.00
		0.00	25.00	0.00	0.00
INFORMATION ASSO		0	0	3	0
		0.00	0.00	18.75	0.00
		0.00	0.00	100.00	0.00
		0.00	0.00	33.33	0.00
INTEGRAL SYSTEMS		0	0	1	0
		0.00	0.00	6.25	0.00
		0.00	0.00	100.00	0.00
		0.00	0.00	11.11	0.00
INFORMATION BUIL		0	0	1	0
		0.00	0.00	6.25	0.00
		0.00	0.00	100.00	0.00
		0.00	0.00	11.11	0.00
LOTUS DEVELOPMT		6.25	0.00	0.00	0.00
		100.00	0.00	0.00	0.00
		33.33	0.00	0.00	0.00
MULTIMATE INTL C		1	0	0	0
		6.25	0.00	0.00	0.00
		100.00	0.00	0.00	0.00
		33.33	0.00	0.00	0.00
SCT-SYS & COMP T		1	0	1	0
		6.25	0.00	6.25	0.00
		50.00	0.00	50.00	0.00
		33.33	0.00	11.11	0.00
WASH COM COL COM		0	1	0	0
		0.00	6.25	0.00	0.00
		0.00	100.00	0.00	0.00
		0.00	25.00	0.00	0.00
ALL OTHER		0	1	1	0
		0.00	6.25	6.25	0.00
		0.00	50.00	50.00	0.00
		0.00	25.00	11.11	0.00
FOCUS		0	1	0	0
		0.00	6.25	0.00	0.00
		0.00	100.00	0.00	0.00
		0.00	25.00	0.00	0.00
WANG		0	0	1	0
		0.00	0.00	6.25	0.00
		0.00	0.00	100.00	0.00
		0.00	0.00	11.11	0.00
TOTAL		3	4	9	0
		18.75	25.00	56.25	0.00

FREQUENCY MISSING = 373

SOFTWARE FIRM

TABLE OF VAR295 BY VAR4

VAR295 (DSHA)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY	2 Year	4 Year	Univer-	Other	TOTAL
PERCENT	College	College	sity		
ROW PCT					
COL PCT					
CUSTOM	0	0	1	0	1
	0.00	0.00	14.29	0.00	14.29
	0.00	0.00	100.00	0.00	
	0.00	0.00	33.33	0.00	
HECN	0	1	0	0	1
	0.00	14.29	0.00	0.00	14.29
	0.00	100.00	0.00	0.00	
	0.00	50.00	0.00	0.00	
INFORMATION ASSO	0	0	1	0	1
	0.00	0.00	14.29	0.00	14.29
	0.00	0.00	100.00	0.00	
	0.00	0.00	33.33	0.00	
WASH COM COL COM	0	1	0	1	2
	0.00	14.29	0.00	14.29	28.57
	0.00	50.00	0.00	50.00	
	0.00	50.00	0.00	100.00	
ALL OTHER	1	0	1	0	2
	14.29	0.00	14.29	0.00	28.57
	50.00	0.00	50.00	0.00	
	100.00	0.00	33.33	0.00	
TOTAL	1	2	3	1	7
	14.29	28.57	42.86	14.29	100.00

FREQUENCY MISSING = 382

SOFTWARE FIRM

TABLE OF VAR296 BY VAR4

VAR296(EMPLOYEE UTILIZATION PLANNING) VAR4(TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
CUSTOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 14.29 100.00 33.33	0 0.00 0.00 .	1 14.29
COMPUTER CENTER	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 14.29 100.00 33.33	0 0.00 0.00 .	1 14.29
HECN	0 0.00 0.00 0.00	1 14.29 100.00 33.33	0 0.00 0.00 0.00	0 0.00 0.00 .	1 14.29
INFORMATION ASSO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 14.29 100.00 33.33	0 0.00 0.00 .	1 14.29
IBM	0 0.00 0.00 0.00	1 14.29 100.00 33.33	0 0.00 0.00 0.00	0 0.00 0.00 .	1 14.29
WASH COM COL COM	0 0.00 0.00 0.00	1 14.29 100.00 33.33	0 0.00 0.00 0.00	0 0.00 0.00 .	1 14.29
ALL OTHER	1 14.29 100.00 100.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 .	1 14.29
TOTAL	1 14.29	3 42.86	3 42.86	0 0.00	7 100.00

FREQUENCY MISSING = 382

SOFTWARE FIRM

TABLE OF VAR297 BY VAR4

VAR297 (PARKING)

VAR4 (TYPE OF INSTITUTION)

FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
BAYLOR COLL OF M	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25 100.00 25.00	1 6.25
CUSTOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25 100.00 33.33	0 0.00 0.00 0.00	1 6.25
MECN	0 0.00 0.00 0.00	1 6.25 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25
INFORMATION ASSO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25 100.00 33.33	0 0.00 0.00 0.00	1 6.25
ITHACA COLLEGE	0 0.00 0.00 0.00	1 6.25 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25
MOORE CO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25 100.00 25.00	1 6.25
SCT-SYS & COMP T	1 6.25 100.00 33.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25
TIMIV	0 0.00 0.00 0.00	1 6.25 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25
WASH COM COL COM	0 0.00 0.00 0.00	1 6.25 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25
WESTINGHOUSE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25 100.00 33.33	0 0.00 0.00 0.00	1 6.25
UNIV OF WEST FLO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25 100.00 25.00	1 6.25
VERSFORM	1 6.25 100.00 33.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25
CARS SYSTEM	0 0.00 0.00 0.00	1 6.25 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25
ALL OTHER	1 6.25 100.00 33.33	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25
NCR	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25 100.00 25.00	1 6.25
COBOL	0 0.00 0.00 0.00	1 6.25 100.00 16.67	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 6.25
TOTAL	3 18.75	6 37.50	3 18.75	4 25.00	16 100.00

FREQUENCY MISSING = 373

SOFTWARE FIRM
TABLE OF VAR298 BY VAP4

VAR298(HEGIS)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
APPLE-QUICK FILE	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50 100.00 20.00	1 2.50
CUSTOM	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50 100.00 7.69	0 0.00 0.00 0.00	1 2.50
CYBORG SYSTEMS I	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50 100.00 7.69	0 0.00 0.00 0.00	1 2.50
DB MASTER	1 2.50 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50
HECN	0 0.00 0.00 0.00	1 2.50 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50
INFORMATION ASSO	3 7.50 37.50 27.27	0 0.00 0.00 0.00	4 10.00 50.00 30.77	1 2.50 12.50 20.00	8 20.00
INTEGRAL SYSTEMS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	4 10.00 100.00 30.77	0 0.00 0.00 0.00	4 10.00
ITHACA COLLEGE	0 0.00 0.00 0.00	1 2.50 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50
INFORMATION BUIL	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50 100.00 7.69	0 0.00 0.00 0.00	1 2.50
LOTUS DEVELOPMT	0 0.00 0.00 0.00	2 5.00 66.67 18.18	1 2.50 33.33 7.69	0 0.00 0.00 0.00	3 7.50
MOORE CO	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50 100.00 20.00	1 2.50
POISE	1 2.50 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50
SCT-SYS & COMP T	2 5.00 100.00 18.18	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	2 5.00
WASH COM COL COM	1 2.50 33.33 9.09	1 2.50 33.33 9.09	0 0.00 0.00 0.00	1 2.50 33.33 20.00	3 7.50
TOTAL	11 27.50	11 27.50	13 32.50	5 12.50	40 100.00

(CONTINUED)

VAR298(HEGIS)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
APPLEWORKS	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50 100.00 20.00	1 2.50
INFORMATION SCIE	0 0.00 0.00 0.00	1 2.50 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50
CARS SYSTEM	0 0.00 0.00 0.00	1 2.50 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50
BURROUCHS CORP	1 2.50 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50
ALL OTHER	2 5.00 40.00 18.18	2 5.00 40.00 18.18	1 2.50 20.00 7.69	0 0.00 0.00 0.00	5 12.50
BYTE BAACK	0 0.00 0.00 0.00	1 2.50 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50
COBOL	0 0.00 0.00 0.00	1 2.50 100.00 9.09	0 0.00 0.00 0.00	0 0.00 0.00 0.00	1 2.50
TOTAL	11 27.50	11 27.50	13 32.50	5 12.50	40 100.00

FREQUENCY MISSING = 349

BEST COPY AVAILABLE

SOFTWARE FIRM

TABLE OF VAR299 BY VAR4

VAR299(TRAINING)	VAR4(TYPE OF INSTITUTION)				
FREQUENCY					
PERCENT					
ROW PCT					
COL PCT					
	2 Year College	4 Year College	Univer- sity	Other	TOTAL
CUSTOM	0	0	1	0	1
	0.00	0.00	10.00	0.00	10.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	16.67	0.00	
INFORMATION ASSO	0	0	3	0	3
	0.00	0.00	30.00	0.00	30.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	50.00	0.00	
WASH COM COL COM	0	1	0	0	1
	0.00	10.00	0.00	0.00	10.00
	0.00	100.00	0.00	0.00	
	0.00	50.00	0.00	0.00	
DISPLAYWRITER	0	0	1	0	1
	0.00	0.00	10.00	0.00	10.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	16.67	0.00	
ALL OTHER	1	1	1	1	4
	10.00	10.00	10.00	10.00	40.00
	25.00	25.00	25.00	25.00	
	100.00	50.00	16.67	100.00	
TOTAL	1	2	6	1	10
	10.00	20.00	60.00	10.00	100.00

FREQUENCY MISSING = 379

SOFTWARE FIRM

TABLE OF VAR300 BY VAR4

VAR300(OTHER)	VAR4 (TYPE OF INSTITUTION)				
FREQUENCY PERCENT ROW PCT COL PCT	2 Year College	4 Year College	Univer- sity	Other	TOTAL
A.I.M.S.	0	1	0	0	1
	0.00	8.33	0.00	0.00	8.33
	0.00	100.00	0.00	0.00	
	0.00	20.00	0.00		
CUSTOM	0	0	1	0	1
	0.00	0.00	8.33	0.00	8.33
	0.00	0.00	100.00	0.00	
	0.00	0.00	16.67		
INFORMATION ASSO	0	1	0	0	1
	0.00	8.33	0.00	0.00	8.33
	0.00	100.00	0.00	0.00	
	0.00	20.00	0.00		
IBM	0	1	0	0	1
	0.00	8.33	0.00	0.00	8.33
	0.00	100.00	0.00	0.00	
	0.00	20.00	0.00		
LOTUS DEVELOPMT	0	0	1	0	1
	0.00	0.00	8.33	0.00	8.33
	0.00	0.00	100.00	0.00	
	0.00	0.00	16.67		
COMPUTER INFO SY	0	0	1	0	1
	0.00	0.00	8.33	0.00	8.33
	0.00	0.00	100.00	0.00	
	0.00	0.00	16.67		
RDM-ITI	0	0	1	0	1
	0.00	0.00	8.33	0.00	8.33
	0.00	0.00	100.00	0.00	
	0.00	0.00	16.67		
WASH COM COL COM	0	1	0	0	1
	0.00	8.33	0.00	0.00	8.33
	0.00	100.00	0.00	0.00	
	0.00	20.00	0.00		
CPT	1	0	0	0	1
	8.33	0.00	0.00	0.00	8.33
	100.00	0.00	0.00	0.00	
	100.00	0.00	0.00		
ALL OTHER	0	1	2	0	3
	0.00	8.33	16.67	0.00	25.00
	0.00	33.33	66.67	0.00	
	0.00	20.00	33.33		
TOTAL	1	5	6	0	12
	8.33	41.67	50.00	0.00	100.00

FREQUENCY MISSING = 377

EVALUATION OF SOFTWARE FIRMS

SOFTWARE FIRM EVALUATION (MEANS)

SCALE: 1=POOR 2=ADEQUATE 3=GOOD 4=EXCELLENT		TYPE OF INSTITUTION				
		2 Year College	4 Year College	University	Other	TOTAL
TOTAL	Response	80	133	126	60	389
1. APPOINTMENT HISTORY	COUNT	33	49	72	23	177
	MEAN	2.42	2.98	2.54	2.17	2.59
2. APPLICANT RETRIEVAL	COUNT	21	20	49	12	102
	MEAN	2.62	2.85	2.61	2.25	2.62
3. PAYROLL	COUNT	46	66	92	33	237
	MEAN	2.78	3.09	2.71	2.48	2.80
4. BENEFITS	COUNT	18	26	37	16	97
	MEAN	2.89	2.98	2.66	2.44	2.74
4.1 SICK LEAVE ACCRUALS	COUNT	32	44	87	25	188
	MEAN	2.78	2.98	2.76	2.52	2.78
4.2 VACATION ACCRUALS	COUNT	31	46	88	24	189
	MEAN	2.77	3.00	2.76	2.48	2.78
4.3 HEALTH INSURANCE	COUNT	34	62	88	30	204
	MEAN	2.78	2.85	2.78	2.30	2.72
4.4 LIFE INSURANCE	COUNT	32	50	83	29	194
	MEAN	2.75	2.84	2.76	2.31	2.71
4.5 DISABILITY	COUNT	28	47	70	25	170
	MEAN	2.71	2.85	2.69	2.44	2.70
4.6 WORKERS COMP INSURANCE	COUNT	23	28	43	13	107
	MEAN	2.61	2.89	2.74	2.15	2.68
4.7 UNEMPLOYMENT INSURANCE	COUNT	21	26	43	13	103
	MEAN	2.62	2.73	2.74	2.00	2.62
5. POSITION CONTROL	COUNT	21	38	61	14	132
	MEAN	2.52	2.75	2.30	2.43	2.52
6. AFFIRMATIVE ACTION/EEO	COUNT	35	38	84	25	182
	MEAN	2.46	2.87	2.52	2.20	2.55
7. WAGE AND SALARY PLANNING	COUNT	10	26	22	6	64
	MEAN	2.80	2.88	2.46	2.17	2.66
7.1 JOB EVALUATION DATA	COUNT	10	17	32	4	63
	MEAN	2.70	2.88	2.53	2.00	2.62
7.2 SALARY SURVEYS	COUNT	11	21	42	6	80
	MEAN	2.55	2.90	2.67	2.83	2.73
8. SKILLS INVENTORY	COUNT	8	3	10	5	26
	MEAN	2.50	3.00	2.40	2.60	2.54
9. LABOR RELATIONS	COUNT	8	4	20	1	33
	MEAN	2.50	3.00	2.60	3.00	2.64
10. OSHA	COUNT	6	2	12	1	21
	MEAN	2.50	3.50	2.33	2.00	2.48
11. EMPLOYEE UTILIZ PLANNING	COUNT	5	8	11	0	24
	MEAN	2.60	2.88	2.45		2.63
12. PARKING	COUNT	7	11	33	13	64
	MEAN	3.00	2.55	2.82	2.15	2.66
13. MEGIS	COUNT	22	38	57	13	130
	MEAN	2.64	2.92	2.68	2.23	2.65
14. TRAINING	COUNT	7	6	22	4	38
	MEAN	2.43	2.60	2.60	2.75	2.63
15. OTHER	COUNT	4	8	11	1	22
	MEAN	3.25	3.00	2.73	2.00	2.88

LIST OF RESPONDING INSTITUTIONS

OBS	ID	STATE
1	PIMA COUNTY COMM. COLLEGE	ARIZONA
2	COCHISE COLLEGE	ARIZONA
3	YAUAPAI COLLEGE	ARIZONA
4	ARIZONA WESTERN COLLEGE	ARIZONA
5	MISSISSIPPI CNTY COMM. COLLEGE	ARKANSAS
6	MARYMOUNT PALOS VERDES COLL	CALIFORNIA
7	SOLANO CNTY COMM. COLLEGE DIST.	CALIFORNIA
8	PIKES PEAK COMM. COLLEGE	COLORADO
9	AIMS COMM COLL	COLORADO
10	PENSACOLA JR. COLLEGE	FLORIDA
11	TALLAHASSEE COMMUNITY COLLEGE	FLORIDA
12	INDIAN RIVER COMM. COLLEGE	FLORIDA
13	VALENCIA COMM. COLLEGE	FLORIDA
14	BROWARD COMM. COLLEGE	FLORIDA
15	ST PETERSBURG JR. COLLEGE	FLORIDA
16	MIAMI-DADE COMM. COLLEGE	FLORIDA
17	MIDDLE GEORGIA COLLEGE	GEORGIA
18	SOUTH GEORGIA COLLEGE	GEORGIA
19	ALBANY JUNIOR COLLEGE	GEORGIA
20	MORAIN VALLEY COMM. COLLEGE	ILLINOIS
21	PRAIRIE STATE COLLEGE	ILLINOIS
22	ILLINOIS CENTRAL COLLEGE	ILLINOIS
23	WILLIAM RAINEY HARPER COLLEGE	ILLINOIS
24	OAKTON COMM. COLLEGE	ILLINOIS
25	JOLIET JUNIOR COLLEGE	ILLINOIS
26	TRITON COMM. COLLEGE	ILLINOIS
27	BLACK HAWK COLLEGE	ILLINOIS
28	EASTERN IOWA COMM. COLL. DIST.	IOWA
29	HUTCHINSON COMM. COLLEGE	KANSAS
30	JOHNSON CNTY COMM. COLLEGE	KANSAS
31	HARFORD COMMUNITY COLLEGE	MARYLAND
32	PRINCE GEORGE COMM. COLLEGE	MARYLAND
33	ANNE ARUNDEL COMM. COLLEGE	MARYLAND
34	BRISTOL COMM. COLLEGE	MASSACHUSETTS
35	NORTH SHORE COMM. COLLEGE	MASSACHUSETTS
36	SUOMI COLLEGE	MICHIGAN
37	WASHTENAW COMM. COLLEGE	MICHIGAN
38	ST. LOUIS COMM. COLLEGE	MISSOURI
39	WESTERN TECH. COMM. COLL. AREA	NEBRASKA
40	SOUTHEAST COMM. COLLEGE	NEBRASKA
41	NORTHEAST TECH. COMM. COLLEGE	NEBRASKA
42	COUNTY COLLEGE OF MORRIS	NEW JERSEY
43	GLOUCESTER CNTY COLLEGE	NEW JERSEY
44	ATLANTIC COMMUNITY COLLEGE	NEW JERSEY
45	NEW MEXICO JR. COLLEGE	NEW MEXICO
46	MARIA REGINA COLLEGE	NEW YORK
47	SUNY AG AND TECH COLL. AT MORRISVILLE	NEW YORK
48	GENESEE COMM. COLLEGE	NEW YORK
49	SULLIVAN CNTY COMM. COLL.	NEW YORK
50	NASSAU COMM. COLLEGE	NEW YORK
51	BACONE COLLEGE	OKLAHOMA
52	OKLAHOMA CITY COMM. COLLEGE	OKLAHOMA
53	CHEMEKETA COMMUNITY COLLEGE	OREGON

OBS	ID	STATE
54	DELAWARE CNTY COMM. COLL.	PENNSYLVANIA
55	NORTHAMPTON CNTY AREA COMM. COLL	PENNSYLVANIA
56	COMM. COLLEGE OF PHILADELPHIA	PENNSYLVANIA
57	WESTMORELAND CNTY COMM. COLLEGE	PENNSYLVANIA
58	COMM. COLLEGE OF ALLEGHENY CNTY	PENNSYLVANIA
59	HARRISBURG AREA COMM. COLLEGE	PENNSYLVANIA
60	WILLIAMSBURG TECHNICAL COLLEGE	SOUTH CAROLINA
61	SPARTANBURG TECH. COLLEGE	SOUTH CAROLINA
62	SUMTER AREA TECH. COLLEGE	SOUTH CAROLINA
63	DYERSBURG ST COMM COLL	TENNESSEE
64	SHELBY STATE COMMUNITY COLLEGE	TENNESSEE
65	CLEVELAND STATE COMM. COLLEGE	TENNESSEE
66	TOMLINSON COLLEGE	TENNESSEE
67	WALTERS STATE COMM. COLLEGE	TENNESSEE
68	TARRANT CNTY JUNIOR COLLEGE	TEXAS
69	BRAZOSPORT COLLEGE	TEXAS
70	LAREDO JUNIOR COLLEGE	TEXAS
71	ALVIN COMMUNITY COLLEGE	TEXAS
72	TEMPLE JR. COLLEGE	TEXAS
73	PARIS JUNIOR COLLEGE	TEXAS
74	ALAMO COMM. COLLEGE DIST.	TEXAS
75	MIDLAND COLLEGE	TEXAS
76	AMARILLO COLLEGE	TEXAS
77	COLLEGE OF THE MAINLAND	TEXAS
78	SNOW COLLEGE	UTAH
79	OLYMPIC COLLEGE	WASHINGTON
80	WENATCHEE VALLEY COLLEGE	WASHINGTON

OBS	ID	STATE
81	KANSAS TECH. INST.	KANSAS
82	METRO. TECHNICAL COMM. COLLEGE	NEBRASKA
83	OHIO TECH COLL.	OHIO
84	COLUMBUS TECHNICAL INST.	OHIO
85	STATE TECH. INST. AT KNOXVILLE	TENNESSEE
86	STATE TECHNICAL INST. AT MEMPHIS	TENNESSEE
87	TEXAS STATE TECH. INST.	TEXAS
88	TX STATE TECH. INST.-AMARILLO	TEXAS
89	WAUKESHA CNTY TECH. INST.	WISCONSIN

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90	JACKSONVILLE STATE UNIV.	ALABAMA
91	UNIV. OF MONTEVALLO	ALABAMA
92	BIRMINGHAM-SOUTHERN COLLEGE	ALABAMA
93	CHAPMAN COLLEGE	CALIFORNIA
94	CALIFORNIA STATE UNIV. FRESNO	CALIFORNIA
95	REGIS COLLEGE	COLORADO
96	METROPOLITAN STATE COLLEGE	COLORADO
97	POST COLLEGE	CONNECTICUT
98	ST. JOSEPH COLLEGE	CONNECTICUT
99	EASTERN CT STATE UNIV.	CONNECTICUT
100	DELAWARE VALLEY COLLEGE	DELAWARE
101	WESLEY COLLEGE	DELAWARE
102	ECKERD COLLEGE	FLORIDA
103	PALM BEACH ATLANTIC COLLEGE	FLORIDA
104	COLUMBUS COLLEGE	GEORGIA
105	BERRY COLLEGE	GEORGIA
106	SPELMAN COLLEGE	GEORGIA
107	ALBANY STATE COLLEGE	GEORGIA
108	CHAMINADE UNIV. OF HONOLULU	HAWAII
109	BRADLEY UNIV.	ILLINOIS
110	MCKENDREE COLLEGE	ILLINOIS
111	GOVERNORS STATE UNIV.	ILLINOIS
112	GREENVILLE COLLEGE	ILLINOIS
113	NORTHEASTERN ILL UNIV.	ILLINOIS
114	LAKE FOREST COLLEGE	ILLINOIS
115	WESTERN ILLINOIS UNIV.	ILLINOIS
116	GRACE COLL. + THEOLOGICAL SEMIN	INDIANA
117	BUTLER UNIV.	INDIANA
118	INDIANA STATE UNIV. EVANSVILLE	INDIANA
119	INDIANA UNIV.AT SOUTH BEND	INDIANA
120	INDIANA STATE UNIV.	INDIANA
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122	LUTHER COLLEGE	IOWA
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124	KENTUCKY STATE UNIV.	KENTUCKY
125	WESTERN KENTUCKY UNIV	KENTUCKY
126	NORTHERN KENTUCKY UNIV.	KENTUCKY
127	EASTERN KENTUCKY UNIV.	KENTUCKY
128	MOREHEAD STATE UNIV.	KENTUCKY
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130	BATES COLLEGE	MAINE
131	TOWSON STATE UNIV.	MARYLAND
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133	NORTH ADAMS STATE COLLEGE	MASSACHUSETTS
134	WENTWORTH INST. OF TECHNOLOGY	MASSACHUSETTS
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137	WESTERN NEW ENGLAND COLLEGE	MASSACHUSETTS
138	MERRIMACK COLLEGE	MASSACHUSETTS
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140	BABSON COLLEGE	MASSACHUSETTS
141	ANNA MARIA COLLEGE	MASSACHUSETTS
142	AQUINAS COLLEGE	MICHIGAN

OBS	ID	STATE
143	GRAND VALLEY STATE COLLEGE	MICHIGAN
144	MERCY COLLEGE OF DETROIT	MICHIGAN
145	NORTHERN MICHIGAN UNIV.	MICHIGAN
146	LAKE SUPERIOR STATE COLLEGE	MICHIGAN
147	COLLEGE OF ST BENEDICT	MINNESOTA
148	CARLETON COLLEGE	MINNESOTA
149	THE COLLEGE OF ST. CATHERINE	MINNESOTA
150	METRO.STATE UNIV.	MINNESOTA
151	ALCORN STATE UNIV	MISSISSIPPI
152	MISSISSIPPI UNIV. FOR WOMEN	MISSISSIPPI
153	DRURY COLLEGE	MISSOURI
154	SOUTHEAST MO. STATE UNIV.	MISSOURI
155	NW. MISSOURI STATE UNIV.	MISSOURI
156	MARYVILLE COLLEGE-ST. LOUIS	MISSOURI
157	WILLIAM WOODS COLLEGE	MISSOURI
158	FRANKLIN PIERCE COLLEGE	NEW HAMPSHIRE
159	NEW ENGLAND COLLEGE	NEW HAMPSHIRE
160	STEVENS INST.OF TECH.	NEW JERSEY
161	BLOOMFIELD COLLEGE	NEW JERSEY
162	EASTERN NEW MEXICO UNIV.	NEW MEXICO
163	STATE UNIV.COLL. OF A&S AT POTSDAM	NEW YORK
164	SIENA COLLEGE	NEW YORK
165	HARTWICK COLLEGE	NEW YORK
166	NAZARETH COLLEGE OF ROCHESTER	NEW YORK
167	MANHATTANVILLE COLLEGE	NEW YORK
168	HOUGHTON COLLEGE	NEW YORK
169	MARIST COLLEGE	NEW YORK
170	DOMINICAN COLLEGE	NEW YORK
171	BARNARD COLLEGE	NEW YORK
172	ITHACA COLLEGE	NEW YORK
173	MOLLOY COLLEGE	NEW YORK
174	SUNY COLLEGE OF TECH	NEW YORK
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177	APPALACHIAN STATE UNIV.	NORTH CAROLINA
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182	THE COLLEGE OF WOOSTER	OHIO
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185	LEWIS + CLARK COLLEGE	OREGON
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187	KING COLLEGE	PENNSYLVANIA
188	WASHINGTON + JEFFERSON COLLEGE	PENNSYLVANIA
189	MARYWOOD COLLEGE	PENNSYLVANIA
190	GETTYSBURG COLLEGE	PENNSYLVANIA
191	MORAVIAN COLLEGE	PENNSYLVANIA
192	LAFAYETTE COLLEGE	PENNSYLVANIA
193	DICKINSON COLLEGE	PENNSYLVANIA
194	HAVERFORD COLLEGE	PENNSYLVANIA
195	VILLA MARIA COLL	PENNSYLVANIA

OBS	ID	STATE
196	FRANCIS MARION COLLEGE	SOUTH CAROLINA
197	MID-SOUTH BIBLE COLLEGE	TENNESSEE
198	UNIV. OF TENNESSEE AT MARTIN	TENNESSEE
199	THE UNIV. OF TEXAS AT TYLER	TEXAS
200	LAREDO STATE UNIV	TEXAS
201	SOUTHWESTERN UNIV.	TEXAS
202	WESTMINSTER COLLEGE OF SLC.	UTAH
203	WEBER STATE COLLEGE	UTAH
204	TRINITY COLLEGE	VERMONT
205	MIDDLEBURY COLLEGE	VERMONT
206	NORWICH UNIV	VERMONT
207	FERRUM COLLEGE	VIRGINIA
208	LYNCHBURG COLLEGE	VIRGINIA
209	ROANOKE COLLEGE	VIRGINIA
210	HAMPTON UNIV.	VIRGINIA
211	RADFORD UNIV.	VIRGINIA
212	CENTRAL WASHINGTON UNIV.	WASHINGTON
213	WHITWORTH COLLEGE	WASHINGTON
214	CORNISH INST.	WASHINGTON
215	WHITMAN COLLEGE	WASHINGTON
216	GONZAGA UNIVERSITY	WASHINGTON
217	EASTERN WASHINGTON UNIV.	WASHINGTON
218	SHEPHERD COLLEGE	WEST VIRGINIA
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223	UNIV.. OF NORTH ALABAMA	ALABAMA
224	UNIV. OF ALABAMA IN HUNTSVILLE	ALABAMA
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226	UNIV. OF ALABAMA	ALABAMA
227	AUBERN UNIVERSITY	ALABAMA
228	UNIV. OF ALABAMA AT BIRMINGHAM	ALABAMA
229	UNIV. OF ALASKA	ALASKA
230	NORTHERN ARIZONA UNIV.	ARIZONA
231	ARIZONA STATE UNIV.	ARIZONA
232	UNIV. OF ARKANSAS-FAYETTEVILLE	ARKANSAS
233	UNIVERSITY OF SAN DIEGO	CALIFORNIA
234	CAL.ST UNIV. DOMINQUEZ HILLS	CALIFORNIA
235	CALIF. STATE POLYTECHNIC UNIV.	CALIFORNIA
236	UNIV. OF CALIFORNIA	CALIFORNIA
237	LOMA LINDA UNIVERSITY	CALIFORNIA
238	SAN DIEGO STATE UNIV.	CALIFORNIA
239	UNIV. OF NO. COLORADO	COLORADO
240	UNIV. OF HARTFORD	CONNECTICUT
241	YALE UNIV.	CONNECTICUT
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243	JOHN B. STETSON UNIV.	FLORIDA
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246	UNIV. OF TAMPA	FLORIDA
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248	GEORGIA INSTITUTE OF TECH.	GEORGIA
249	UNIVERSITY OF HAWAII	HAWAII
250	DE PAUL UNIV.	ILLINOIS
251	ILL. INSTITUTE OF TECHNOLOGY	ILLINOIS
252	ILL. STATE UNIV.	ILLINOIS
253	SOUTHERN ILLINOIS UNIV.	ILLINOIS
254	UNIV. OF ILLINOIS	ILLINOIS
255	LOYOLA UNIV. OF CHICAGO	ILLINOIS
256	VALPARAISO UNIV.	INDIANA
257	INDIANA UNIV.-PURDUE UNIV.	INDIANA
258	PURDUE UNIV.	INDIANA
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260	DRAKE UNIV.	IOWA
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299	SUNY AT BUFFALO	NEW YORK
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302	DUKE UNIVERSITY	NORTH CAROLINA
303	UNIV. OF NORTH CAROLINA AT CHARLOTTE	NORTH CAROLINA
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322	UNIV. OF SOUTH CAROLINA	SOUTH CAROLINA
323	CLEMSON UNIVERSITY	SOUTH CAROLINA
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328	SO. METHODIST UNIV.	TEXAS

OBS	ID	STATE
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330	TEXAS A+M UNIV.	TEXAS
331	UNIV. OF TX AT ARLINGTON	TEXAS
332	SAM HOUSTON STATE UNIV.	TEXAS
333	UNIV. OF TX AT AUSTIN	TEXAS
334	LAMAR UNIV.	TEXAS
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343	VIRGINIA POLYTECH.	VIRGINIA
344	GEORGE MASON UNIV.	VIRGINIA
345	MARSHALL UNIVERSITY	WEST VIRGINIA
346	UNIV. OF WISCONSIN AT MADISON	WISCONSIN
347	MARQUETTE UNIV.	WISCONSIN
348	UNIV. OF WYOMING	WYOMING

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350	THE AMERICAN UNIVERSITY	DISTRICT OF COLUMBIA

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